

## Fair Access Action Plan - Cardinia Shire Council

A Fairer Access Cardinia will only be achieved through various approaches. These can be categorised into distinct themes including but not limited to: Leadership / Governance, Processes and Systems, Training and Development and Facility Provision.

This Action Plan identifies specific actions to progress gender equitable access of community sports infrastructure across the municipality. The action plan is a critical tool to measure the success of the Fair Access policy.

<b>Theme 1 – Leadership / Governance</b>	<b>Fair Access Principle</b>	<b>Responsibility</b>	<b>Timeframe</b>
1. Council will undertake Gender Impact Assessments on all new (or under review) policies or major capital development (eg pavilion redevelopment) which directly and significantly has an impact on the public access to sport and recreation facilities on Council owned and managed land.	1	Council	Ongoing
2. Review existing documents including, but not limited to, Fees and Charges, seasonal allocations / occupancy agreements, operational guidelines and other relevant documents with consideration to Fair Access practices and principles where appropriate.	3	Council	Ongoing
3. Clubs will strive for a 50 / 50 gender balance however, where not feasible a minimum of two women and two men represented on their governance management committees.	2, 4.	Club	December 2026
4. Support women's and girls' involvement in the Club through the promotion of up to five leadership roles and opportunities per year including the Annual General Meeting process to re-elect Office Bearers.	2, 4.	Club	Ongoing
5. Clubs will consult with players, coaches and parents to understand the needs of all participants before fixturing, allocating training / game times of Facilities.	6	Club	Ongoing
6. Male and female representation for any Project Working Groups established for capital work projects.	2, 4.	Council / Club	Ongoing
7. Once adopted, promote the new Fair Access Policy to the wider community.	All	Council	December 2024
<b>Theme 2 – Processes and Systems</b>			
8. To develop a Club Fair Access policy.  The policy should address how Club schedule female teams to use Council Facilities and how Club operations consider Fair Access principles.  The policy should address how antisocial, gender discriminatory and misogynistic behaviour towards females will be managed.	1 - 6	Club	December 2026
9. To consider creating a position / role on the Committee of Management who is responsible to facilitate Fair Access across Club operations.	5	Club	Ongoing
10. Where appropriate appoint a match day marshal to facilitate Fair Access to Council's Facilities (eg. safe access to change rooms that are not female friendly).	6	Club	On going / as required.

11. Review existing processes and develop a framework of sanctions for Clubs who do not appropriately manage antisocial, gender discriminatory and misogynistic behaviour towards females.	1	Council	December 2026
<b>Theme 3 – Training and Development</b>			
12. To promote, facilitate and evaluate training opportunities to Clubs, Community Asset Committees which enhance delivery of Fair Access principles.	2	Council	Ongoing
13. To share relevant resources and opportunities with Clubs / Community Asset Committees to build their capacity to contribute towards a safe, welcoming and inclusive Cardinia. (E.g. Partnership opportunities with Monash Health Promotion team, under the Healthy Sports Club Framework)	2, 5.	Council	Ongoing
14. To attend relevant training and development opportunities. (E.g. Monash Healthy Sports Club Initiative).	5	Club	Ongoing
15. To educate Officer Bearers, members, players, coaches, volunteers and officials of the benefits for an inclusive, welcoming and safe environment that supports Fair Access.	2, 5.	Club	Ongoing
<b>Theme 4 – Facility Provision</b>			
16. The design of new (or refurbished) pavilions will consider Universal Design and <a href="#">Female friendly sport infrastructure guidelines - Sport and Recreation Victoria</a>	1	Council	Ongoing
17. Seek external funding towards pavilion redevelopment and upgrades.	1	Council	Ongoing
18. Consider sports field capacity, to ensure responsible asset management, when considering fair access principles.	1	Council	Ongoing

### **Fair Access Principles:**

1. Facilities, sports fields and environments are genuinely welcoming, safe and inclusive;
2. Women and girls can fully participate in all aspects of community sport and active recreation, including as a player, coach, administrator, official, volunteer, and spectator;
3. Women and girls will have equitable access to and use of facilities and sports fields for instance:
  - a. to the highest quality facilities and sports fields;
  - b. at appropriate times and locations for competition and training, and;
  - c. support existing and new participation opportunities, and a variety of sport and active recreation activities.
4. Women and girls should be represented in leadership and governance roles;
5. User groups who access facilities and sports fields must understand, adopt and implement gender equitable access and use practices, and
6. Council will prioritise access, use and support to all user groups who demonstrate an ongoing commitment to gender equitable access and use of allocated community sport infrastructure.