

7.3.2 Fair Access Policy

Responsible GM: Michael Casey
Author: Ian Benjamin

Recommendation(s)

That Council:

1. Note the community feedback from the public exhibition;
2. Adopt the Fair Access Policy and Action Plan.
3. Support Officers to acknowledge the community for their contribution and promote the new Fair Access Policy.

Attachments

1. Fair Access Policy
2. Fair Access Action Plan

Executive Summary

Local Governments are required to adopt a Fair Access Policy to be eligible to receive funding from the Victorian Government towards community sports infrastructure funding. This new policy will provide a clear framework to encourage and support fair access for women and girls' participation in sport and active recreation across the municipality.

A draft Fair Access policy and action plan were placed on public exhibition for 20 days from Tuesday 25 June until Sunday 14 July seeking community feedback.

Community feedback from the public exhibition has been considered and informed amendments to the final policy and action plan.

Background

In late 2015, an inquiry into women and girls' participation in sport and active recreation identified practical actions that the sport and active recreation sector could adopt to increase participation by women and girls. In response to the inquiry, the Office for Women in Sport and Recreation was created by the Victorian Government to spearhead the need to 'Change our Game' to provide fair access for women and girls.

Developed by the Office for Women in Sport and Recreation in partnership with VicHealth and Sport and Recreation Victoria, the Fair Access Policy Roadmap requires that from 1 July 2024 all Victorian Councils must have gender equitable access and usage policies (or equivalent) to be considered eligible to receive Victorian Government funding towards community sports infrastructure.

The community identified, through the Community Vision, that Cardinia should be a place that is safe, accessible and inclusive. Creating a 'Fairer Cardinia' for women and girls accessing sport and active recreation will require a multi-faceted approach supported by many stakeholders. Council, as a community leader, is well placed to advocate, promote and lead in the space of gender equity in community sport and active recreation. Sport clubs play a vital

role to promote physical health, mental well-being and character development. Sports clubs are well positioned to shape behaviour aligned to our community's values.

Council acknowledges that barriers exist for people to participate in sport and recreation activities due to personal attributes such as race, ethnicity, gender identity, disability, cultural background, age, sexual orientation or religion. Council is committed to identifying and eliminating systemic causes of inequity in policy, governance, programs, communications, facility design, and delivery of services in relation to community sports and active recreation. Council will work with Clubs, user groups, Committees of Management and Community Asset Committees on Council managed land to facilitate Fair Access.

A draft Fair Access policy and action plan was developed and placed on public exhibition seeking community feedback from Tuesday 25 June and closed on Sunday 14 July (20 days). The community was encouraged to provide feedback through the Creating Cardinia platform through an online survey. The community was directed to a survey that was open to the general public, with another online survey for sport clubs / Management Committees.

Relevant feedback from the community engagement included:

General Community (open access)

- 109 views on the Creating Cardinia page
- 9 contributions to the survey were received.
- There was a total of 92 downloads (44 downloads of the Policy, 32 downloads of the Action Plan and 16 downloads of the Fair Access Policy Roadmap.
- 77.78% (7) respondents feel safe and welcome at their recreation reserve / sporting club.
- 77.78% (7) respondents identified 'no teams / opportunities' as the main barrier / challenge that stop women and girls participating.
- 100% of respondents support the Fair Access Policy.

Sport Clubs / Management Committees (closed access)

- 135 views on the Creating Cardinia page.
- 28 contributions to the survey were received.
- There were a total 76 downloads (44 downloads of the Policy and 32 downloads of the Action Plan).
- 82.14% (23) identified 'poor facilities' as the main barrier for females to participate at their local club.

There were some distinct themes falling out of the community feedback. These themes include:

- Facilities
 - Facilities are not welcoming and inclusive as older facilities are not adequate, in particular change rooms and appropriate levels of lighting to facilitate safe access to and from the building.
 - Insufficient number of facilities to accommodate demand for training and competition.
- Club Culture
 - Club culture is very important to create a friendly and welcoming environment for female participation. Council has a role to support Clubs and Community Asset Committees to embrace the principles of Fair Access.
- Representation
 - Women and girls should be fairly represented in club honours, promotions and committees.
- Financial

- Cost to participate particularly for females who take on the primary care giver role is a factor to increase female participation.
- Participation format
 - Modified opportunities to support people of all abilities that consider social participation and less focus on competition.
 - Creating opportunities that consider the demands of professional and personal commitments for females in particular support mechanisms for single parents.
 - Opportunities to improve sporting pathways for women through collaboration with State Sporting Bodies. Diversify opportunities (e.g. cycling) to support people who can't commit to traditional sport clubs and the diverse range of skill levels of participants.
- Recognition
 - Acknowledge Clubs who are committed to creating safe and welcoming environments.

As a result of the feedback there have been amendments to the Fair Access Policy and Action Plan.

Changes to Fair Access Policy

Section	Amendment
Action Plan – Amend Action 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.
Action Plan – Amend Action 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.
Action Plan – Amend Action 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.
Action Plan – New.	(Action 7) Once adopted, promote the new Fair Access Policy to the wider community.
Action Plan	The six Fair Access principles have been included in the action plan to provide clarity for the associated numbering.
Whole document.	Amendments have been made to utilise inclusive language (e.g. woman/women instead of female, man/men instead of male) throughout the document where appropriate.
Whole document.	Use of “equity”, where appropriate, has been reflected throughout the document. Consistent use of "abilities" and "disabilities" has been used where appropriate.
Policy – Glossary of Terms	A definition has been included for ‘Club’.

The development of a Fair Access Policy provides the framework to ensure Council and the Cardinia community supports women and girls to participate fairly in sport and active recreation across the municipality. The key principles of the Policy are aligned to the Victorian Government Fair Access Roadmap and includes:

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.

The Fair Access Policy and Action Plan reinforces Council's zero tolerance towards antisocial, gender discriminatory and misogynistic behaviour towards females.

Policy Implications

This Policy has been reviewed with consideration to Victorian Government requirements and relevant Council policies and strategies.

The Fair Access Policy is aligned to other key Council strategic documents in particular:

Liveability Plan

Objective 4.4 – Increase participation in active leisure, recreation, and sport.

Strategy 4.4.3 Provide equitable access to leisure, sport, and recreation facilities and opportunities, particularly for marginalised populations.

Active Cardinia

Council's Active Cardinia Strategy supports people of all ages, abilities, genders, and cultures to be active, healthy, and involved. The Strategy details Council's commitment to creating places and spaces that are safe, accessible, and supportive, to ensure that people of all genders feel welcome to participate equally. It identifies the need to support our community to maximise use of sport and active recreation facilities and prioritise flexible use to create new opportunities for our community to be participate.

Furthermore Action 1.7 in Active Cardinia Strategy requires the development of a 'Fair Access Policy' to promote gender equitable access to sport and active recreation facilities, programs, and funding. The Fair Access Policy is directly related to the Strategic Priorities outlined in Active Cardinia in particular:

Strategic Priority 1: Participation – Increase participation in sport and active recreation, with a focus on reducing barriers for people that are less active.

Strategic Priority 2: Places – Plan, develop and activate places that support communities to participation in sport and active recreation.

Strategic Priority 3: Promotion

Promote opportunities to participate in sport and active recreation and build awareness of the benefits of physical activity.

Strategic Priority 4: Partnerships

Work with our partners to invest in sport and active recreation infrastructure, deliver participation opportunities and develop the capability of our community.

Relevance to Council Plan

1.1 We empower our communities to be healthy, connected and resilient

1.1.1 Plan for, and support the delivery of, accessible health and social services that address critical gaps in provision.

1.1.3 Lead by example in creating an inclusive and welcoming community for all by facilitating community education, capacity building, connection and celebration of our diversity.

1.1.4 Facilitate a partnership approach to create safer communities.

2.1 We support the creation of liveable spaces and places

2.1.1 Advocate, plan for and deliver accessible community infrastructure and services that address community need.

2.1.2 Plan and maintain safe, inclusive and connected open spaces, places and active travel routes.

5.1 We practise responsible leadership

5.1.1 Build trust through meaningful community engagement and transparent decision-making.

5.1.2 Manage our finances responsibly and leave a positive legacy for future generations.

5.1.4 Maximise value for our community through efficient service delivery, innovation, strategic partnerships and advocacy.

Climate Emergency Consideration

There is no adverse impact of this Policy on climate change.

Consultation/Communication

The draft policy and action plan were placed on public exhibition from Tuesday 25 June until Sunday 14 July. Council was seeking community feedback through the Creating Cardinia platform.

The community engagement campaign was promoted through Council’s social media, website, distribution of promotional flyers at various community facilities across the municipality and email distribution to networks, clubs and community organisations.

Activities to engage with the community included:

- Officers presented the draft policy to the Cardinia Access and Inclusion Advisory Committee and the Multicultural Advisory Group.
- Promotion at the Womens and Girls Sport and Participation Network.
- Three community drop-in sessions were organised to allow the community an opportunity to clarify, discuss and provide feedback on the draft policy:

Date	Location	Time
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Tuesday 2 July	Hills Hub, Emerald	10am – 12 midday
Wednesday 3 July	Pakenham Library	10am – 11am
Wednesday 3 July	Cardinia Life	2pm – 3pm

Financial and Resource Implications

Council officers will continue to support Clubs, user groups and reserve committees to embrace and comply with the Policy.

The provision and upgrade of sporting facilities continues to be a priority for the community and is considered in the planning of Council's capital works program.

Conclusion

Councils are required to adopt a Fair Access Policy to be eligible to receive funding from the Victorian Government towards community sports and recreation infrastructure.

The draft Fair Access policy and action plan were on public exhibition from Tuesday 25 June until Sunday 14 July. A total of 37 responses were received from the general public and clubs / committees of management.

The Fair Access policy and action plan have been amended to reflect the community feedback. The final Fair Access policy and action plan reflects the Victorian Government's requirements to ensure Council remains eligible for funding towards sport and active recreation infrastructure.



Fair Access Policy

Record ID	Enter record ID		
Policy owner	Active and Connected Communities		
Adopted by	Please select appropriate		
Adoption date	Select date	Scheduled review date:	Select date
Publication	Please select		
Version number	Draft Version 1.0 (dated 7.05.2024)		

Acknowledgement of Country

Cardinia Shire Council recognises and values the Bunurong and Wurundjeri tribes as the original inhabitants of the land that makes up Cardinia Shire. Cardinia Shire's name is derived from the Kulin nation word 'Kar-din-yarr', meaning 'look to the rising sun' or 'close to the sunrise'. Council's logo, which includes a motif of the rising sun, reflects this meaning. Council is committed to developing and strengthening relationships through reconciliation. Council supports the reconciliation process, which promotes mutual respect and understanding of the Aboriginal peoples and of all ethnic groups and their history and culture in our community.

1 Policy context

This Policy enables integration of the requirements of the Gender Equality Act 2020, the Local Government Act 2020 and the Public Health and Wellbeing Act 2008 and other legislative frameworks.

From a local context this policy aligns with the Cardinia Shire Council Plan 2021-25, Liveability Plan 2017-29, and Active Cardinia Strategy 2023.

Council Plan 2021-25

1. Strong communities

1.3 Lead by example in creating an inclusive and welcoming community for all by facilitating community education, capacity building, connection, and celebration of our diversity.

2. Liveable places

2.1 Advocate, plan for and deliver accessible community infrastructure and services that address community need.

2.2 Plan and maintain safe, inclusive, and connected open spaces, places, and active travel routes.

5. Responsible leaders

5.4 Maximise value for our community through efficient service delivery, innovation, strategic partnerships, and advocacy.

Liveability Plan 2017-29**Outcome 2. Improved social cohesion**

Objective 2.2 Increase sense of belonging and acceptance.

Strategy 2.2.2 Ensure community facilities and public open spaces are accessible and welcoming, provide universal access and reflect diversity.

Outcome 4. Improve healthy eating and active living

Objective 4.4 Increase participation in active leisure, recreation, and sport.

Strategy 4.4.3 Provide equitable access to leisure, sport, and recreation facilities and opportunities, particularly for marginalised populations.

Outcome 5. Reduce family violence

Objective 5.2 Increase capacity of individuals, organisations, and communities to promote respectful relationships.

Strategy 5.2.2 Support workplaces, sports clubs, arts, and community organisations to develop structures, policies, programs, and practices that promote gender equity and respectful relationships.

Active Cardinia Strategy 2023

Identifies the need to support our community to maximise use of sport and active recreation facilities and prioritise flexible use to create new opportunities for our community to be participate. It supports people of all ages, abilities, genders, and cultures to be active, healthy, and involved. It details Council's commitment to creating places and spaces that are safe, accessible, and supportive, to ensure that people of all genders feel welcome to participate equally.

Strategic Priority 1: Participation

Increase participation in sport and active recreation, with a focus on reducing barriers for people that are less active.

Strategic Priority 2: Places

Plan, develop and activate places that support communities to participate in sport and active recreation.

Strategic Priority 3: Promotion

Promote opportunities to participate in sport and active recreation and build awareness of the benefits of physical activity.

Strategic Priority 4: Partnerships

Work with our partners to invest in sport and active recreation infrastructure, deliver participation opportunities and develop the capability of our community

Furthermore, recommendation 1.7 of the Active Cardinia Strategy identifies the need to develop and implement a 'Fair Access Policy' to promote gender equitable access to sport and active recreation facilities, programs and funding.

2 Purpose

The purpose of the Policy is to:

1. support the Victorian Government's delivery of the Fair Access roadmap.
2. address the barriers restricting the community, in particular women, girls and gender diverse, from participating in community sport and active recreation activities.

3 Background

In late 2015, an inquiry into women and girls in sport and active recreation identified practical actions that the sport and active recreation sector could adopt to increase participation by women and girls. The Victorian Government accepted all nine recommendations from the inquiry which addressed areas including governance, built environments, cultural change, policies, education and training.

The Office for Women in Sport and Recreation was created by the Victorian Government in response to the Inquiry to spearhead the need to 'Change our Game' to provide fair access for women and girls.

Developed by the Office for Women in Sport and Recreation in partnership with VicHealth and Sport and Recreation Victoria, the Fair Access Policy Roadmap requires that from 1 July 2024 all Victorian Councils to have gender equitable access and usage policies (or equivalent) to be considered eligible to receive the Victorian Government community sports infrastructure funding.

Sport and active recreation are an intrinsic feature of the Cardinia landscape through the urban growth corridor, to the hills and the townships across the municipality. The Cardinia community is serviced by many community clubs providing a range of sport and active recreation opportunities. Our community clubs, made up of many volunteers, are highly valued and play a critical role in the active lifestyle of our community.

The community has identified, through the Community Vision, that Cardinia should be a place that is safe, accessible and inclusive. Creating a 'Fairer Cardinia' will require multi-faceted approach supported by many stakeholders. Council, as a community leader, is well placed to advocate, promote and lead in the space of gender equity in community sport and active recreation. Sport clubs play a vital role to promote physical health, mental well-being and character development. Sports clubs are well positioned to shape behaviour aligned to our community's values.

Council acknowledges that barriers exist for people to participate in sport and recreation activities due to personal attributes such as race, ethnicity, gender identity, disability, cultural background, age, sexual orientation or religion. Council is committed to identifying and eliminating systemic causes of inequity in policy, governance, programs, communications, facility design, and delivery of services in relation to community sports and active recreation. Council will work with Clubs, user groups, Committees of Management and Community Asset Committees on Council managed land to facilitate Fair Access.

4 Scope

The Policy applies to the following:

- Council owned Recreation Reserves (whether directly managed by Council, lease / licence with a community club or delegated to a Community Asset Committee) where sport and recreation Facilities exist (refer Attachment 1).
- Crown land Recreation Reserves managed by Council as a Committee of Management under the *Crown Land (Reserves) Act 1978*, (whether directly managed by Council or delegated to a Community Asset Committee) (refer Attachment 1).
- Council-owned facilities managed by a third-party management provider.
- Any Council policies, programs and services relating to community sports and active recreation infrastructure.

The Policy excludes:

- Council-owned or managed reserves not used for organised sport or active recreation.
- Recreation land or facilities owned by another party (e.g. schools; Department of Energy, Environment and Climate Action etc) or privately owned land (eg. indoor sport centres).

5 Policy framework

- 5.1.1 Cardinia Shire Council is committed to an equitable, diverse, and socially inclusive community. Council supports residents from an Aboriginal and Torres Strait Islander heritage, people living with a disability, LGBTIQ+ and people from culturally and linguistically diverse backgrounds irrespective of their gender identity.
- 5.1.2 Council's philosophy ensures that products, buildings, environments, programs, services, and experiences are innately accessible to as many people as possible, regardless of age, disability, cultural background, gender identity, or any other differentiating attributes.
- 5.1.3 Council is committed to addressing inequity and creating accessible facilities for all communities to participate, connect and contribute through sport and active recreation.
- 5.1.4 Creating an 'equitable playing field' requires action by Council and all partners and stakeholders including, but not limited to sporting clubs and their respective sporting associations to address barriers to participation faced by our diverse community.
- 5.1.5 Council has a zero tolerance towards antisocial, gender discriminatory and misogynistic behaviour towards women. Clubs, associations and leagues will be expected to appropriately manage indiscretions. Council will consider sanctions if it is deemed that the situation has not been appropriately managed.
- 5.1.6 Cardinia Shire Council's Fair Access Policy Framework aligns with the Victorian Government's six guiding principles outlined below:
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.
- 5.1.7 Council's recreation facilities and sports fields must be made available for everyone. People of any gender identification should have fair and

reasonable access to the 'best' training and game times as well as to social and change room facilities.

- 5.1.8 Council is committed to aligning with the Fair Access principles, ensuring access to and use of sport facilities by the community.
- 5.1.9 Council will support Clubs and reserve committees to create a Fairer Cardinia with advice, guidance and referral to relevant resources.

6 Responsibilities

- 6.1.1 There are many stakeholders responsible for supporting the Fair Access Policy including, but not limited to Committees of Management, Community Asset Committees, volunteers, staff, management personnel and stakeholders (eg. State Sporting Association, Regional Sport Assemblies, Regional Leagues etc).
- 6.1.2 The implementation of this Policy is the responsibility of the Manager, Active and Connected Communities.

7 Compliance and monitoring

- 7.1.1 The Manager, Active and Connected Communities will ensure that the Policy is reviewed by the relevant officer as required for compliance and areas for improvement.
- 7.1.2 The Manager, Active and Connected Communities will ensure that the Policy is reviewed and updated at least every five years.

8 Related documents

Type of document	Title and/or RMC link
Commonwealth/Victorian legislation	Local Government Act (2020) Gender Equality Act (2020) Public Health and Wellbeing Act (2008) Disability Discrimination Act (Cth) (1992) Disability Act (Vic) (2006) Age Discrimination Act (2004) Australian Human Rights Commission Act (1986) Racial Discrimination Act (1975) Sex Discrimination Act (1984) Child Wellbeing and Safety Act (2005 – including Child Safe Standards)
Strategies	Liveability Plan 2017 - 2029 Active Cardinia Strategy (July 2023) Open Space Strategy (July 2023) Play Space Strategy (2014) Equestrian Strategy (2014 – currently under review) Pedestrian and Bike Strategy (2017) Skate and BMX Strategy (2016) Access and Inclusion Disability Strategy and Action Plan (2021 – 2026) Victorian Government Fair Access Policy Roadmap https://changeourgame.vic.gov.au/_data/assets/pdf_file/0034/188296/Fair-Access-Policy-Roadmap.pdf

Policies	Sport Facility Standards Policy (July 2019) Social Justice and Equity Policy (2019 – 2023) Child Safe Policy (2023)
Guidelines	Seasonal Tenancy Handbook Community Asset Committee Governance Manual (2022). Committee of Management Guidelines for voluntary Crown land reserve committees of management (DELWP - December 2021)
Procedures	Management and Maintenance Responsibilities of Community Asset Committees (2022 / 2023)

9 Glossary of terms

Active Recreation	Non-competitive physical activity undertaken during leisure time, individually or in groups. Examples of active recreation include, but not limited to walking, cycling, running, fitness/exercise activities, swimming and yoga.
Club	An incorporated association dedicated to a particular recreation activity or sport.
Committee of Management	A Committee appointed by the Minister for the Environment under Section 14 of the <i>Crown Land (Reserves) Act 1978</i> , to “manage improve maintain and control” a Crown land reserve for the purposes for which it is reserved. A Committee of Management may be a municipal Council, or “three or more persons”, or other public purpose entities.
Community Committee of Management	A “three or more persons” Crown land Committee appointed by the Minister (as above, but not a municipal Council or other public purpose entity).
Community Asset Committee	A Committee of Council, appointed by the Chief Executive of Council under Section 65 of the <i>Local Government Act 2020</i> , for the purpose of assisting Council to manage community assets.
Council	Cardinia Shire Council
Facilities	The amenities located within a Recreation Reserve to facilitate sport and recreation activities including, but not limited to Sports Field/s, car parking, Pavilion, spectator shelter, change rooms, training areas, and Social Spaces etc.
Gender Diverse	An umbrella term for a range of genders expressed in different ways. Gender diverse people use many terms to describe themselves. Language in this area is dynamic, particularly among young people, who are more likely to describe themselves as non-binary.
Gender Impact Assessment	An assessment of Council policies required under the Gender Equality Act 2020, with the intention of promoting equitable access and opportunities for all genders.
Lease	A lease agreement is a right to use the property exclusively for the term of the agreement.
Licence	A licence agreement is a right to use the property on dates and times specified for the term of the agreement but is not exclusive access.
Management Agreement	An Agreement between Council and another landowner or manager (such as a Community Committee of Management) to provide funding or a range of management services such as maintenance of buildings or Facilities.
Minister	The Minister responsible for administering Crown land through the <i>Crown Land (Reserves) Act 1978</i> , currently the Minister for the Environment.
Recreation Reserve	Open space containing Facilities for sport and / or recreational activities.
Sports Field	A playing area, pitch or court located in a Recreation Reserve used for active recreation or sport activities such as AFL, soccer, cricket, rugby, equestrian, netball, fitness activities etc.

Attachment 1: Recreation Reserves

Council owned Reserves directly managed by Council

Comely Banks Recreation Reserve	James Bathe Recreation Reserve	Pepi's Land Netball Courts
Don Jackson Recreation Reserve	Lakeside Oval Recreation Reserve	Toomuc Recreation Reserve
Heatherbrae Recreation Reserve	Mountain Road Recreation Reserve	Tynong North Recreation Reserve
Holm Park Recreation Reserve	Nar Nar Goon Recreation Reserve	
IYU Recreation Reserve	O'Neil Road Recreation Reserve	

Council owned Reserves managed by a Community Asset Committee

Cardinia Recreation Reserve	Huxtable Road Equestrian Reserve	Officer Recreation Reserve
Chandler Recreation Reserve	Josie Bysouth Equestrian Reserve	Sutherland Park Recreation Reserve
Garfield Recreation Reserve	Lang Lang Community Recreation Reserve	Yannathan Reserve
Gembrook Sports Ground	Maryknoll Recreation Reserve	Yarrabubba Equestrian Reserve

Crown land Reserves, with Council appointed as a Committee of Management. Council manages through a Community Asset Committee

Pound Road Reserve	Rythdale Recreation Reserve	Worrell Recreation Reserve
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Active Recreation Reserves (non sport) directly managed by Council

Alma Treloar	Cochrane Park	Dick Jones Reserve	PB Ronald Reserve
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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.

Theme 1 – Leadership / Governance	Fair Access Principle	Responsibility	Timeframe
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. Clubs will 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
Theme 2 – Processes and Systems			
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	6	Club	On going / as required.

access to change rooms that are not female friendly).			
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
Theme 3 – Training and Development			
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
Theme 4 – Facility Provision			
16. The design of new (or refurbished) pavilions will consider Universal Design and Female friendly sport infrastructure guidelines - Sport and Recreation Victoria	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.
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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.