



Mildura Rural City Council

## Equitable Access and Usage for Community Sports Infrastructure Policy

### Policy – CP038

Prepared	Reviewed	Approved	Date	Council Minute No.
Manager Parks & Recreation	ELT	Council	28 September 2023	2023/0149
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#### 1. The purpose of this policy is

To address known barriers experienced by women, girls, trans and gender diverse people in accessing and using community sports infrastructure.

#### 2. Policy Statement

Sport is a highly visible and valued feature of Mildura Rural City Council's and our community's culture and identity. The sport and active recreation sector provide opportunities for enriching our communities through the promotion of respect, fair mindedness, and inclusion for all people, while also supporting the physical and mental wellbeing of all Victorians. As the closest level of Government to the community, Mildura Rural City Council (MRCC) is well positioned to design and implement place-based, integrated action plans that progress gender equality in community sport.

This policy establishes the requirement that gender equality is considered and prioritised in all current and future MRCC planning, policy, service delivery and practice as they relate to community sports infrastructure.

In actively seeking gender equality our community will be fairer, healthier, and safer, with violence against women and children reduced; our resources and opportunities will be shared more fairly; and our civic governance structures will be more reflective of our community.

- a. Council recognises that gender equality is the attainment of equal rights, responsibilities, and opportunities of women, men, trans and gender diverse people. Equality does not mean that women, men, trans and gender diverse people will become the same but that their rights, responsibilities, and opportunities will not depend on their gender.
- b. Council recognises that gender equity is the provision of fairness and justice in the distribution of benefits and responsibilities based on gender. The concept recognises that people may have different needs and power related to their gender and these differences should

be identified and addressed in a manner that rectifies gender related imbalances.

Mildura Rural City Council's Recreation Strategy 2021 – 2031 identified Council's role in facility planning and development as:

- “Planning and provision of infrastructure to enable participation and create equitable access to opportunities.”

This policy aligns with Councils identified role in facility planning and development and supports the delivery of the Recreation Strategy.

### **3. Principles**

The Fair Access Principles have been developed by the Office for Women in Sport and Recreation, Sport and Recreation Victoria and VicHealth, in consultation with representatives from local government and the state sport and recreation sector. This Policy and any resultant actions are based on six (6) principles of inclusivity, including full participation, equal representation, encouraging and supporting user groups, and prioritising user groups committed to equality.

1. Community Sports Infrastructure 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 community infrastructure:
  - a. Of the highest quality available and most convenient.
  - b. At the best and most popular competition and training times and locations.
  - c. To support existing and new participation opportunities and a variety of sports.
4. Women and girls should be represented in leadership and governance roles.
5. Encourage and support all user groups who access and use community infrastructure to understand, adopt and implement gender equitable access and use practices.
6. 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.

### **4. Compliance and Monitoring**

#### **4.1 Policy Actions**

- a. We will continue to build the capacity of Council's Recreation staff members to apply a gender lens to business as usual and conduct best practice Gender Impact Assessments (GIA).
- b. Council commits to undertake a GIA on all current community sports infrastructure access and use processes and policies (as part of the policy review process).

- c. Council will consider opportunities to strengthen gender equitable access and use of community sports facilities in alignment with the Fair Access Principles where this opportunity is identified through the GIA.
- d. Council staff commits to engage fairly and equitably with all staff, governance working groups, state sporting organisations, regional sport assemblies (where applicable) and members of our sport and recreation community, regardless of their gender, in a positive, respectful, and constructive manner.
- e. Council acknowledges that the requirement to have a gender equitable access and use policy in place, and the ability to demonstrate progress against that policy's actions will form part of the eligibility criteria for Victorian Government funding programs relating to community sports infrastructure from 1 July 2024.

Mildura Rural City Council has also identified the following specific actions to progress gender equitable access and use of community sports infrastructure:

- f. All organisations seeking Council support to apply to Government Funding Programs relating to community sports infrastructure are required to demonstrate they are committed and actively progressing Gender Equity in their club. This is demonstrated by any of the following:
  - i. Completion of a gender equity audit and active implementation of a gender equity action plan.
  - ii. Completion of gender equality related training programs by committee members and club members e.g. gender equality, Bystander, intersectionality, LGBTQIA+ inclusion.
- g. Council will support clubs to progress Gender Equity and Intersectional Inclusion within their clubs through the provision of relevant resource templates, introduction to industry expertise and coordination of training opportunities.
- h. Council will encourage and support all user groups who access and use community sport infrastructure to understand, adopt and implement equitable access and use practices.
- i. Council's Recreation Assistance Grant Program will apply a higher weighting to projects that address inequity and intersectional inclusion.
- j. Council's Recreation Assistance Grant Program will waive the applicant's financial contribution for the Club Support stream to projects that encourage participation of underrepresented groups including women, girls, trans and gender diverse people.
- k. Council's community sports infrastructure facility use agreements will be reviewed and updated to include a statement under section 8. Responsibilities of the Organisation, outlining the Victorian Government and Councils expectation of equitable access.

## 5. Implementation

The Manager Parks & Recreation is responsible for implementing the Equitable Access and Usage for Community Sports Infrastructure Policy. Management, staff, volunteers, and stakeholders (for example State Sports Associations and Regional Sports Assemblies) operating within MRCC have a shared responsibility to support the policy.

## 6. Definitions

Committees of Management	For the purposes of this document, refers to committees appointed by the Department of Land, Water, Environment and Planning under the <i>Crown Land (Reserves) Act 1978</i> to manage recreation reserves where community sport training and games are held.
Community Sports Infrastructure	Publicly owned local, rural, regional, or state level sport and recreation infrastructure operated and maintained primarily for the purpose of facilitating community sport activities, including sporting grounds, surfaces, facilities, and pavilions.
Gender	How you understand who you are and how you interact with other people. Many people understand their gender as being a man or woman. Some people understand their gender as a mix of these or neither. A person's gender and their expression of their gender can be shown in different ways, such as through behaviour or physical appearance.
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 equality	The equal rights, responsibilities and opportunities of women, men and trans and gender-diverse people. Equality does not mean that women, men and trans and gender diverse people will become the same but that their rights, responsibilities, and opportunities will not depend on their gender.
Gender equity	The provision of fairness and justice in the distribution of benefits and responsibilities based on gender. The concept recognises that people may have different needs and power related to their gender and these differences should be identified and addressed in a manner that rectifies gender related imbalances.
Gender Impact Assessment, or GIA	A requirement under the Gender Equality Act 2020 to be carried out on policies, programs and services

which have a direct and significant impact on the public. The assessment must evaluate the effects that a policy, program or service may have on people of different genders.

**Public Land Management Groups** For the purposes of this document, are the Committees of Management appointed under the Crown Land (Reserves) Act 1978 and responsible for the management of recreation reserves where community sport training and games are held.

**Transgender, or trans** Someone whose gender does not align with their sex assigned at birth. Not all trans people will use this term to describe themselves.

## 7. Legislation and other references

### 7.1 Legislation

For further information related to this policy see:

- Gender Equality Act 2020 (Vic)
- Local Government Act 2020 (Vic)
- Equal Opportunity Act 2010 (Vic)

### 7.2 Documents

This Policy is implemented in conjunction with the following documents:

- a) Recreation Strategy 2021 – 2031
- b) Recreation Facilities Pricing Principles - CP101
- c) Sport and Recreation Facilities Funding and Capital Contributions Policy - CP030
- d) Gendering in a New Era in Mildura Regional Sports Program Sporting Club Checklist (gender equity audit) and Gender Equity & Inclusion Action Plan template.

### 7.3 Risk Assessment Reference

*Please tick the corporate governance risk(s) that this policy is addressing.*

<b>Risk Category</b>	✓	<b>Risk Category</b>	✓
Asset Management	✓	Financial Sustainability	
Committees	✓	Human Resource Management	
Compliance – Legal & Regulatory	✓	Leadership & Organisational Culture	✓
Contract Management		Occupational Health & Safety	
Contract Tendering & Procurement		Organisational Risk Management	
Corporate Governance		Project Management	
Environmental Sustainability		Public Image and Reputation	✓