

Fair Access Action Plan 2025-2029

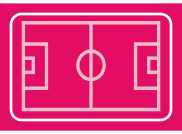
Ararat Rural City Council

Introduction

The Fair Access Action Plan 2025-2029 (Action Plan) underpins the Fair Access Policy by identifying specific actions to progress gender equitable access and use of community sports infrastructure.

The actions align with the aims of Council's Fair Access Policy principles and specifically address the Fair Access Principles developed by the Office for Women in Sport and Recreation.

The Action Plan supports the commitment of Council and the municipality sports clubs to take positive actions towards achieving gender equity and removing barriers for women and girls to participate in community sport and recreation.



Community sports infrastructure and environments are welcoming, safe and inclusive



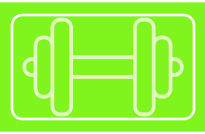
Women and girls can fully participate in all aspects of community sports and active recreation, including as players, coaches, administrators, officials, volunteers and spectators.



Women and girls will have equitable access to and use of community sport 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.



Women and girls should be equitably represented in leadership and governance roles.



Encourage and support all user groups who access and use community sport infrastructure to understand, adopt and implement gender equitable access and use practices.



Priorities access, use and support to all user groups demonstrating an ongoing commitment to gender equitable access and use of allocated community sports infrastructure

01 COUNCIL ACTIONS

Community sports infrastructure and environments are welcoming, safe and inclusive.



ACTION	PROGRESS INDICATOR	RESPONSIBILITY	TIMEFRAME
1.1 Develop all current and future sports infrastructure including pavilions and active recreation facilities to support gender equitable access	• Provide unisex facilities • Support infrastructure such as adequate lighting and car parking where appropriate	• Council	2025-2029
1.2 Seek relevant State and Federal Government funding opportunities to support infrastructure upgrades and participation projects that support fair access	• Funding applications are submitted for capital projects that support gender equitable access and participation by women and girls in community sport	• Council	2025-2029
1.3 Conduct Gender Impact Assessments for all new and reviewed policies, strategies, plans and designs relating to community sports infrastructure	• Gender impacts Assessments are completed in accordance with the Gender Equality Act 2020	• Council	2025-2029

02 COUNCIL ACTIONS

Women and girls can fully participate in all aspects of Community sports and active recreation, including as players, Coaches, administrations, officials, volunteers and spectators



ACTION	PROGRESS INDICATOR	RESPONSIBILITY	TIMEFRAME
2.1 Provide and promote training and development opportunities focused on gender equity and fostering inclusive sporting environments to local clubs	• Council facilities relevant training ad development opportunities • Training and development opportunities delivered by other organisations are promoted to sports clubs	• Council	2025-2029
2.2 Promote grant opportunities to sports club that support increasing participation among women and girls in community sport	• Increase awareness for grant opportunities available to sports clubs	• Council	2025-2029

03 COUNCIL ACTIONS

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ACTION	PROGRESS INDICATOR	RESPONSIBILITY	TIMEFRAME
3.1 Encourage state sporting organisations and local sporting associations to consider fair access when fixturing games	• Women and girls have equal access to the most popular and convenient competition times. • Women and girls have equal access to the highest quality infrastructure	• Council • State sporting associations	2025-2029
3.2 Target community engagement on sport and recreation infrastructure projects to reach people of all genders	• The needs to women and girls are represented in community engagement processes. • Community engagement is undertaken in line with Councils Engage Ararat Policy	• Council	2025-2029
3.3 Investigate further opportunities to provide women and girls only programs and services at Council Fitness Centre and recreation grounds	• Increase participation on women and girls in programs delivered at Councils Fitness Centre.	• Council	2025-2029

04 COUNCIL ACTIONS

Women and girls should be equitably represented in leadership and governance roles



ACTION	PROGRESS INDICATOR	RESPONSIBILITY	TIMEFRAME
4.1 Highlight and celebrate clubs that support and encourage women and girls in leadership and governance roles through Council publications and social media	• Increased awareness of opportunities for women and girls to participate in community sport in leadership and governance roles. • Encourage and support the engagement of women and girls in leadership and governance roles within the sports clubs.	• Council • Sports Clubs	2025-2029

05 COUNCIL ACTIONS

Encourage and support all user groups who access and use community sport infrastructure to understand, adopt and implement gender equitable access and use practices

ACTION	PROGRESS INDICATOR	RESPONSIBILITY	TIMEFRAME
5.1 Update sports club Conditions of Use to include reference to the Fair Access Policy and Action Plan	• Clubs demonstrate their commitment to fair access by accepting the Conditions of Use as part of the seasonal allocation process	• Council • Sports clubs	2025-2026
5.2 Develop and implement a Fair Access Audit Tool (or equivalent)	• Collect and analyse data pertaining to women and girls and gender diverse participation within sports clubs and club progress against the Fair Access Action Plan	• Council	2025-2026

06 COUNCIL ACTIONS

Priorities access, use and support to all user groups demonstrating an ongoing commitment to gender equitable access and use of allocated community sports infrastructure

ACTION	PROGRESS INDICATOR	RESPONSIBILITY	TIMEFRAME
6.1 Review and update sport and recreation leases, policies and user agreements to incorporate fair access practices and principles where applicable	• Council and sports clubs commit to fair access within lease, policies and user agreements	• Council	2025-2026
6.2 Prioritise sports clubs that demonstrate a commitment to gender equity in Expression of Interest processes relating to the allocation and leasing of community sports infrastructure	• New allocations and leases priorities clubs that have a commitments to gender equity	• Council	2025-2029
6.3 Explore the option of introducing discounts for sports clubs that demonstrate a commitment to providing opportunities for participation by women and girls and diverse groups through a review of fees and charges	• Sports clubs that demonstrate a commitment to providing opportunities for participation by women and girls and diverse groups are charges a discounted allocation fee	• Council	2025-2029
6.4 Review Council's Community Grants criteria to align with the fair access principles and priorities	* Council's Community Grants Program criteria priorities projects that benefit and increase participation by women and girls and diverse groups.	• Council	2025-202

01 CLUB ACTION

Community sports infrastructure and environments are welcoming, safe and inclusive.



ACTION	PROGRESS INDICATOR	RESPONSIBILITY	TIMEFRAME
1.1 Promote and demonstrate gender-inclusive communication within club rooms and on social media platforms	• All sports clubs communication is gender inclusive	• Sports Clubs	2025-2026
1.2 Complete the Fair Access Audit Tool (or equivalent) as requested by Council and deliver on the actions within the Fair Access Action Plan	• Council and clubs develop an increased understanding of participation by women and girls and progress against the Fair Access Action Plan	• Sports Clubs	2025-2029
1.3 Ensure social events are inclusive and welcoming of women and girls and provide a sense of belonging within the club	• Increased participation in social events by women and girls	• Sports Clubs	2025-2029

02 CLUB ACTIONS

Women and girls can fully participate in all aspects of Community sports and active recreation, including as players, Coaches, administrations, officials, volunteers and spectators



ACTION	PROGRESS INDICATOR	RESPONSIBILITY	TIMEFRAME
2.1 Support and promote opportunities to participate in community sport in various capacities including to those in marginalized groups such as culturally and linguistically divers communities, the LGBTIQA+ community and people with a disability	• Awareness of meaningful opportunities for involvement is increased • Participation by women and girls including those in marginalized groups increased	• Sporting clubs • State sporting associations	2025-2029
2.2 Provide and share training and development opportunities for women and girls' participation and involvement as a player, coach, administrator or volunteer	• Women and girls are provided with appropriate training to undertake roles within the clubs.	• Sporting clubs • State sporting associations	2025-2029

03 CLUB ACTIONS

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ACTION	PROGRESS INDICATOR	RESPONSIBILITY	TIMEFRAME
3.1 Consult with players, coaches and officials regarding preferred match and training times	• Women and girls are equally able to participate in matches and training at the most popular and convenient times	• Sports Clubs • State sporting associations	2025-2029
3.2 Ensure women and girls have equitable usage of sports club facilities, including sports grounds, courts or pavillions	• All players have equal opportunities to access facilities as part of a clubs seasonal allocation or lease agreement	• Sports Clubs • State sporting associations	2025-2029

04 CLUB ACTIONS

Women and girls should be equitably represented in leadership and governance roles



ACTION	PROGRESS INDICATOR	RESPONSIBILITY	TIMEFRAME
4.1 Advocate for and support a gender balance within club coaching, leadership and governance roles.	• Increased representation by women on club committees and in other leadership roles	• Council • Sports Clubs	2025-2029

05 CLUB ACTIONS

Encourage and support all user groups who access and use community sport infrastructure to understand, adopt and implement gender equitable access and use practices

ACTION	PROGRESS INDICATOR	RESPONSIBILITY	TIMEFRAME
5.1 Consider working with relevant sporting associations to implement a flexible uniform policy that removes barriers to participate by women and girls and gender-diverse people	• Women and girls feel more confident and encouraged to participate in sport	• Sporting clubs • State sporting associations	2025-2026
5.2 Club representatives to attend gender equity training opportunities	• Club representatives are upskilled and increase knowledge on gender equity in community sport and barriers to participation by women and girls.	• Sports Clubs • Other organisations	2025-2029

06 CLUB ACTIONS

Priorities access, use and support to all user groups demonstrating an ongoing commitment to gender equitable access and use of allocated community sports infrastructure

ACTION	PROGRESS INDICATOR	RESPONSIBILITY	TIMEFRAME
6.1 Sports clubs demonstrate a commitment to fair access and support towards increasing participation of women and girls	• Clubs adhere to the Policy Action Plan and other related documents such as the sports club Conditions of Use etc.	• Sports Club	2025-2029