



Fair Access Policy

Draft Action Plan

March 2024

Report prepared by Maribyrnong City Council

Acknowledgement of Country

We acknowledge that we are on the traditional lands of the Kulin Nation. We offer our respect to the Elders of these traditional lands, and through them to all Aboriginal and Torres Strait Islander peoples past, present and emerging.

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1. Background

The Fair Access Policy: Action Plan will drive the implementation of the Fair Access Policy and deliver gender equitable outcomes and support sports clubs in removing barriers for women, girls and gender diverse people to participate in sport and recreation. The Action Plan specifically outlines how the Fair Access Policy will be implemented by Council in partnership with the State Government, sports clubs and other key stakeholders.

The Fair Access Policy and Action Plan are underpinned by the following six (6) principles:

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 sport infrastructure:
 - a. Of the highest quality available and most convenient;
 - b. At the best and most popular competition and training times and locations; and
 - c. To support existing and new participation opportunities, and a variety of sports.
4. Women and girls should be equitably represented in leadership and governance roles.
5. Encourage and support all user groups who access and use community sport 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.

The Action Plan acknowledges that different sports clubs and sporting codes are at differing levels of implementing fair access. This Action Plan aims to support clubs to enact change and play a role in increasing engagement of women, girls and gender diverse people in community sports clubs.

2. Initiatives

2.1 Provide community sports infrastructure and environments that are genuinely welcoming, safe, and inclusive.

ACTIONS	MEASURE	SHORT (2024-25)	MEDIUM (2025-26)	LONG (2026-27)	ONGOING
Deliver and facilitate access to development and education opportunities related to fair access in sport.	Ensure the provision and facilitation of equitable access and educational developmental resources is available to all sports clubs within Maribyrnong.				
Ensuring safer and more inclusive infrastructure to improve the training and playing experience for women, girls and gender diverse people (including change rooms, bathrooms and amenities, sports lighting, car parks, pathways, sensory rooms, prayer rooms etc.)	Ensure future facility developments adopt universal design principles.				
Ensure completion of a Gender Impact Assessment (GIA) for all new or upcoming renewals of any masterplans, policies, strategies etc.	Completion of GIA's for all projects in line with the Gender Equality Act 2020.				

Advocate to State and Federal Government and other organisations for funding to support gender inclusive infrastructure upgrades and programs.	Lobby State Government and other funding sources to support the provision of welcoming, safe and inclusive infrastructure.				✓
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2.2 Ensure 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.

ACTIONS	MEASURE	SHORT (2024-25)	MEDIUM (2025-26)	LONG (2026-27)	ONGOING
Consider subsidies or funding to support women, girls and gender diverse people's participation and inclusion programs	Consider subsidies when completing a review of Fees and Charges.		✓		
Support sports clubs to be more inclusive and welcoming for people of all genders and across all facets of club development and operations.	Development and implementation of a Gender Equity toolkit for clubs to identify strengths, opportunities and priorities moving forward to promote gender equality.		✓		

2.3 Adopt and implement gender equitable access and use practices for all community sport infrastructure:

- Of the highest quality available and most convenient;
- At the best and most popular competition and training times and locations; and
- To support existing and new participation opportunities, and a variety of sports.

ACTIONS	MEASURE	SHORT (2024-25)	MEDIUM (2025-26)	LONG (2026-27)	ONGOING
Support allocations for sports clubs that have women, girls and gender diverse teams or participation programs and that support gender equitable usage of their facilities.	Review Allocation Criteria to ensure it reflects the Fair Access Policy and facilitates equitable access to community sports infrastructure.		✓		
Create opportunities for women to meet likeminded sporting/ active women to network, collaborate or exercise together in the municipality through the Active Maribyrnong Program.	Continue to run sessions within the suite of Active Maribyrnong programs that have a focus on female participation, including but not limited to: <ul style="list-style-type: none"> Maribyrnong Girls Can; Kangatraining; and Daughters of the West. 		✓		
Ensure Council-owned recreation and leisure centres are managed in line with Fair Access Policy.	Integrate Fair Access Policy into future facility management contracts.			✓	
Collect and manage data relative to women, girls and gender diverse people's participation in sport within the Maribyrnong community.	Ensure gender diversity of participants is captured within the annual allocation process.				✓

Review current and develop future policies, plans and strategies relevant to sport club usage to ensure equitable access and use practices.	Ensure both new and existing policies are evaluated to ensure alignment to Fair Access Policy.				
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2.4 Ensure women and girls are equitably represented in leadership and governance roles within community sports clubs.

ACTIONS	MEASURE	SHORT (2024-25)	MEDIUM (2025-26)	LONG (2026-27)	ONGOING
Celebrate and elevate women, girls and gender diverse people in sport within the City of Maribyrnong.	Showcase a woman who's involved in sport within Maribyrnong in Council's bi-monthly newsletter distributed to sports clubs.				
Provide support to sports clubs to develop women in leadership or governance roles.	An increased number in the total number of women involved in leadership roles.				
Collect and manage data relative to women, girls and gender diverse people's involvement in leadership roles in sporting clubs within the Maribyrnong community.	Ensure gender diversity of committee members is captured within the annual allocation process.				

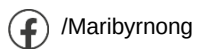


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