



## Fair Access in Sport Action Plan

The Fair Access in Sport Action Plan (*'Action Plan'*) will drive the implementation of the Fair Access in Sport Policy (*'Policy'*); to deliver gender equitable outcomes and support sports clubs in removing barriers for women and girls to participate in sport and recreation. The Action Plan specifically outlines how the Policy will be implemented by Council in partnership with sports clubs and other key stakeholders.

The Action Plan details a series of actions that are the responsibility of Council and complementary actions that are the responsibility of sports clubs. The actions align with the Policy Statements that are:

- Provide community sports **infrastructure and environments** that are genuinely welcoming, safe, and inclusive.
- 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.
- Adopt and implement **gender equitable access and use** practices for all community sport infrastructure.
- Ensure sports clubs in our community engage women and girls in **leadership and governance** roles.

The Action Plan acknowledges that different sports clubs and sporting codes are at differing levels of implementing fair access; and this Action Plan aims to guide clubs to enact change and play a role in increasing engagement of women and girls in community sports clubs. The measures of success will be determined on a club-by-club basis and developed alongside Council. The actions in this plan will guide the short- and long-term goals of each club.



1. COUNCIL ACTIONS	SHORT (2024-25)	MEDIUM (2025-26)	LONG (BY 2027)	ONGOING
<b>Provide community sports infrastructure and environments that are genuinely welcoming, safe, and inclusive</b>				
1.1 Develop and implement a Sports Club Fair Access Audit tool	✓			
1.2 Deliver and facilitate access to development and education opportunities related to fair access in sport	✓			
1.3 Develop all current and future sports infrastructure to ensure it is fit for purpose and supports equitable access				✓
1.4 Apply gender sensitive design principles and recommendations from Gender Impact Assessments (GIA) in all sports infrastructure developments				✓
1.5 Advocate to State and Federal Government and other organisations for funding to support gender inclusive infrastructure upgrades and programs, including Council's opportunity to auspice those sports clubs that utilise facilities within Albert Park Reserve.				✓
<b>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</b>				
1.6 Develop a partnership with relevant State Sporting Associations (SSAs) to ensure consistent delivery of messaging and projects in relation to programs, participation and club development	✓			
1.7 Provide subsidies or funding to support women and girls' participation and inclusion programs	✓			
1.8 Support sports clubs to be more inclusive and welcoming for people of all genders and across all facets of club development and operations	✓			
1.9 Link sports clubs with relevant internal departments and other community organisations to increase access and opportunities for participation and engagement in sport for women and girls in marginalised groups (such as CALD communities, the LGBTIQ+ community and people with disability) or groups who are at risk of declining participation such as adolescent girls	✓			



<b>Adopt and implement gender equitable access and use practices for all community sport infrastructure</b>				
1.10	Prioritise allocations for sports clubs that have women and girls teams or participation programs and that support gender equitable usage of their facilities		✓	
1.11	Create opportunities for women to meet likeminded sporting/active women to network, collaborate or exercise together in the municipality			✓
1.12	Collect and manage data relative to women and girl's participation in sport within the Port Phillip community			✓
1.13	Review current and develop future policies, plans and strategies relevant to sports club usage to ensure equitable access and use practices			✓
<b>Ensure women and girls are equitably represented in leadership and governance roles within community sports clubs</b>				
1.14	Celebrate and elevate women and girls in sport within the City of Port Phillip			✓
1.15	Provide support for sports clubs to develop women in leadership or governance roles		✓	



2. SPORTS CLUB ACTIONS	SHORT (2024-25)	MEDIUM (2025-26)	LONG (BY 2027)	ONGOING
<b>Provide community sports infrastructure and environments that are genuinely welcoming, safe, and inclusive</b>				
2.1 Complete a club audit using Council’s Sports Club Fair Access Audit tool	✓			
2.2 Implement safety protocols so everyone can access the venue safely	✓			
<b>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</b>				
2.3 Improve access and opportunities for participation and engagement in sport for women and girls in marginalised groups (such as CALD communities, the LGBTIQ+ community and people with disability) or groups who are at risk of declining participation such as adolescent girls		✓		
2.4 Create opportunities for women and girls to meet likeminded women to network, collaborate or participate in sport together		✓		
<b>Adopt and implement gender equitable access and use practices for all community sport infrastructure</b>				
2.5 Ensure women and girls have equitable usage of sports club facilities, including sports grounds, courts or pavilions	✓			
2.6 Develop a club specific ‘Gender Equity Action Plan’ (or equivalent) in line with Council’s Fair Access Policy		✓		
2.7 Provide data pertaining to women and girls as requested by City of Port Phillip				✓
<b>Ensure women and girls are equitably represented in leadership and governance roles within community sports clubs</b>				
2.8 Have representation of both women and men in any public facing club activities, such as club presentation nights or website images	✓			
2.9 Increase of women in coaching, leadership or governance roles		✓		



**Specific to this action plan, the following definitions apply:**

The **Sports Club Fair Access Audit** is a benchmarking tool for clubs that encapsulates considerations relating to infrastructure, usage and allocations, participation, governance. Clubs can use the audit to assess their operations and programs against various criteria; to determine a plan to progress gender equity and remove barriers within their club; and ensure welcoming environments for women and girls. The Club Audit is an ongoing assessment tool to monitor the progress of embedded actions and check the club is continuing to determine ways to meet the actions and goals.

**Equity** or equitable accounts for the use of temporary special measures to compensate for historical or systemic bias or discrimination. Equity ensures that women and men and girls and boys have an equal chance, not only at the starting point, but also when reaching the finishing line and considers the preferences and respective needs of each gender.

**Facilities** throughout this document refers to all space and amenities that the club has access to as part of their allocation, license agreement or lease. Facilities include sportsgrounds/courts/pitches, training nets, sportsground lighting, pavilions/clubrooms and associated infrastructure.

**Gender sensitive design** recognises that people experience public spaces differently based on their gender, sex and sexuality and designing solutions that consider place-based approaches and whether the interventions or solutions are likely to increase feelings of safety and whether there is evidence to support their impact on crime reduction.