



GLEN EIRA
CITY COUNCIL

BENTLEIGH
BENTLEIGH EAST
BRIGHTON EAST
CARNEGIE
CAULFIELD
ELSTERNWICK
GARDENVALE
GLEN HUNTLY
MCKINNON
MURRUMBEENA
ORMOND
ST KILDA EAST

GLEN EIRA CITY COUNCIL FAIR ACCESS ACTION PLAN 2024–2028



Fair Access Action Plan 2024–2028

The *Fair Access Action Plan 2024–2028 (Action Plan)* underpins Glen Eira City Council's *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 Glen Eira City 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 Glen Eira sports clubs to take positive action towards achieving gender equity and removing barriers for women and girls to participate in community sport and recreation.

Council actions

Principle 1 — Community sports infrastructure and environments are welcoming, safe and inclusive.

Action	Progress indicator	Responsibility	Timeline
1.1 Develop all current and future sports infrastructure including pavilions and active recreation facilities to support gender equitable access.	- Pavilions provide unisex facilities. - Support infrastructure such as adequate lighting and car parking where appropriate.	Council	2024–2028
1.2 Seek relevant Victorian and Australian 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	2024–2028
1.3 Conduct <i>Gender Impact Assessments</i> for all new and reviewed policies, strategies, plans and designs relating to community sports infrastructure.	<i>Gender Impacts Assessments</i> are completed in accordance with the <i>Gender Equality Act 2020</i>.	Council	2024–2028

Principle 2 — Women and girls can fully participate in all aspects of community sports and active recreation, including as players, coaches, administrators, officials, volunteers and spectators.

Action	Progress indicator	Responsibility	Timeline
2.1 Provide and promote training and development opportunities focused on gender equity and fostering inclusive sporting environments to local clubs.	• Council facilitates relevant training and development opportunities. • Training and development opportunities delivered by other organisations are promoted to sports clubs.	Council	2024–2028
2.2 Promote grant opportunities to sports club that support increasing participation among women and girls in community sport.	• Increased awareness of grant opportunities available to sports clubs.	Council	2024–2028

Principle 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.**

Action	Progress indicator	Responsibility	Timeline
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	2024–2026
3.2 Target community engagement on sport and recreation infrastructure projects to reach people of all genders.	• The needs of women and girls are represented in community engagement processes. • Community engagement is undertaken in line with Council's <i>Community Engagement Policy</i>.	Council	2024–2028
3.3 Investigate further opportunities to provide women and girls only programs and services at Council's leisure facilities.	• Increased participation of women and girls in programs delivered at Council's leisure centres.	Council	2024–2028
3.4 Continue to advocate for improved public access to Caulfield Racecourse Reserve and investigate opportunities for access to school sites for community sport allocations.	• Enhanced open space and improved public access at Caulfield Racecourse Reserve. • Established joint-use agreements to provide greater access to school facilities to meet broader community open space needs.	Council	2024–2028

Principle 4 — Women and girls should be equitably represented in leadership and governance roles.

Action	Progress indicator	Responsibility	Timeline
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 sports clubs.	Council Sports clubs	2024–2028

Principle 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.

Action	Progress indicator	Responsibility	Timeline
5.1 Update sports club Conditions of Use to include reference to the <i>Fair Access Policy</i> and <i>Action Plan</i> .	Clubs demonstrate their commitment to fair access by accepting the Conditions of Use as part of the seasonal allocation process.	Council Sports clubs	2024–2025
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 <i>Fair Access Action Plan</i>.	Council	2024–2025

Principle 6 — Prioritise 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	Timeline
6.1 Review and update sport and recreation lease and licensing policies and user agreements to incorporate fair access practises and principles where applicable.	Council and sports clubs commit to fair access within lease and licensing policies and user agreements.	Council	2024–2026
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 prioritise clubs that have a commitment to gender equity.	Council	2024–2028
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 charged a discounted allocation fee.	Council	2024–2026
6.4 Review Council's <i>Community Grants Program</i> criteria to align with the fair access principles and priorities.	Council's <i>Community Grants Program</i> criteria prioritise projects that benefit and increase participation by women and girls and diverse groups.	Council	2024–2025

Club actions

Principle 1 — Community sports infrastructure and environments are welcoming, safe and inclusive.

Action	Progress indicator	Responsibility	Timeline
1.1 Promote and demonstrate gender-inclusive communication within club rooms and on social media platforms.	All sports club communication is gender inclusive.	Sports clubs	2024–2028
1.2 Complete the Fair Access Audit Tool (or equivalent) as requested by Council and deliver on the actions within the <i>Fair Access Action Plan</i> .	Council and clubs develop an increased understanding of participation by women and girls and progress against the <i>Fair Access Action Plan</i>.	Sports clubs	2024–2028
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	2024–2028
1.4 Implement a cleaning schedule for the club rooms to ensure the rooms are clean and welcoming when women and girls teams are using the Club facilities.	Clubrooms are kept clean and welcoming for each time a women or girls team uses the Club facilities.	Washington Park Cricket Club	2024-2028
1.5 Understand the cultural diversity of the City of Glen Eira and consider if information on the club website should be presented in languages other than English.	Obtain and assess data on cultural diversity from City of Glen Eira. Based on the outcomes of the above provide information on website in other languages.	Washington Park Cricket Club	2026
1.6 Understand the change in cultural diversity at our Club and consider this in the development of club activities, programs and social events.	Obtain data on Club cultural diversity from PlayHQ. Introduce Club activities that reflect the changes in cultural diversity at our club.	Washington Park Cricket Club	2026

Principle 2 — Women and girls can fully participate in all aspects of community sports and active recreation, including as players, coaches, administrators, officials, volunteers and spectators.

Action	Progress indicator	Responsibility	Timeline
2.1 Support and promote opportunities to participate in community sport in various capacities including to those in marginalised groups such as culturally and linguistically diverse communities, the LGBTIQ+ community and people with a disability.	- Awareness of opportunities for involvement is increased. - Participation by women and girls including those in marginalised groups is increased.	Clubs State sporting associations	2024–2028
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 club.	Clubs State sporting associations	2024–2028
2.3 Promote opportunities for women to participate as player, coach and/or team manager.	Organise and implement female "come and try" programs for prospective players. Prepare role descriptions for Junior Team Manager which encourage female participation and place on club website.	Washington Park Cricket Club	2024-2028 annually with updates as required
2.4 Organise an in-house female umpiring course to increase the number of female parents who are prepared to square leg or head umpire junior games.	In-house course advertised and delivered by Head of Junior Coaching. Increase in visibility of females in key roles at junior games.	Washington Park Cricket Club	2025-26

Principle 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.**

Action	Progress indicator	Responsibility	Timeline
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	2024–2028
3.2 Ensure women and girls have equitable usage of sports club facilities, including sports grounds, courts or pavilions.	All players have equal opportunity to access facilities as part of a clubs seasonal allocation or lease arrangement.	Sports clubs State sporting associations Council	2024–2028
3.3 Develop training and match day schedule that provides fair access to club facilities for all club users and teams.	Senior and Junior coaches and coordinators to work together at the start of each season to develop a structured and fair training and match day schedule for all teams. Schedule to be adhered to for the full summer season.	Washington Park Cricket Club	2024-2028 at the start of each summer season

Principle 4 — Women and girls should be equitably represented in leadership and governance roles.

Action	Progress indicator	Responsibility	Timeline
4.1 Advocate for and support a gender balance within club coaching, leaderships and governance roles	Increased representation by women on club committees and in other leadership roles.	Sports clubs Council	2024–2028
4.2 Maintain a minimum of 2 female representatives on the Club General Committee, including at least 1 female representative on the Club Executive Committee.	Committee elections held at each Annual General Meeting shall consider (and achieve) this action.	Washington Park Cricket Club	2024-2028 at each Annual General Meeting

Principle 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.

Action	Progress indicator	Responsibility	Timeline
5.1 Consider working with relevant sporting associations to implement a flexible uniform policy that removes barriers to participation by women and girls and gender-diverse people.	Women and girls feel more confident and encouraged to participate in sport.	Sports clubs State sporting associations	2024–2026
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	2024–2028
5.3 Communicate the purpose, objectives and actions of the Fair Access Action Plan to all club members.	Place Fair Access Action Plan on club website. Promote and explain the existence of the Fair Access Action Plan to club members at the beginning of each season.	Washington Park Cricket Club	2024-2028, included as part of the Season Launch nights for junior and senior teams.

Principle 6 — Prioritise 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	Timeline
6.1 Sports clubs demonstrate a commitment to fair access and support towards increasing participation of women and girls.	Club adherence to the <i>Policy, Action Plan</i> and other related documents such as the sports club <i>Conditions of Use</i> and <i>Licensed Sports Club Allocation</i> and <i>Charging Policy</i>.	Sports clubs	2024–2028
6.2 Add "rainbow stickers" to the Welcome to Packer Park signage in the club rooms.	Rainbow stickers clearly displayed	Washington Park Cricket Club	2024-2028
6.3 Investigate running Active Bystander Training or a session on ally ship during the season.	Session advertised and attended by club members.	Washington Park Cricket Club	2025-26



GLEN EIRA
CITY COUNCIL

Glen Eira City Council

Corner Glen Eira and Hawthorn Roads, Caulfield

Mail address: PO Box 42
Caulfield South, 3162

Phone: (03) 9524 3333

Fax: (03) 9523 0339

mail@gleneira.vic.gov.au

www.gleneira.vic.gov.au

National Relay Service

If you are deaf, hearing-impaired,
or speech-impaired, we ask that you
call us via the National Relay Service
and then ask for (03) 9524 3333.

Online: <https://internet-relay.nrs.vic.gov.au>

Teletypewriter (TTY): 13 36 77

Speak and Listen: 1300 555 727

Social media

Glen Eira City Council:

www.facebook.com/GlenEiraCityCouncil

@cityofgleneira:

www.instagram.com/cityofgleneira

www.instagram.com/gleneiraarts

Glen Eira arts, gallery and events:

www.facebook.com/gleneiraarts

www.instagram.com/gleneiraarts

Glen Eira Leisure:

www.facebook.com/GESACOnline

<https://www.instagram.com/gleneiraleisure>

www.twitter.com/GESACOnline

Glen Eira Libraries and Learning Centres:

www.facebook.com/GlenEiraLibraries

<https://www.instagram.com/gleneiralibraries>

Glen Eira sustainable living:

www.facebook.com/sustainablelivinggleneira

Glen Eira Youth Services:

www.facebook.com/GlenEiraYouthServices

www.instagram.com/gleneirayouthservices