

City of Greater Bendigo
***Fair Access
Action
Plan***



Increasing sport and active recreation opportunities for everyone

Introduction

Sport and active recreation are core parts of our lives, contributing to health and fitness, culture, social connection and sense of belonging. We want sport and active recreation to be available to everyone, so everyone can fully participate and reach their full potential.

It is difficult for some people to participate in sport and active recreation. Fair, inclusive and safe opportunities can mean different things to different people.

The *Fair Access Action Plan* supports the delivery of the City of Greater Bendigo's *Fair Access Policy* to increase participation in sport and active recreation for women, girls and under-represented groups. This considers the needs of women, girls and gender diverse people, in addition to men and boys, as well as other factors that may affect a person participating, like age, cultural background, ability, religion or sexual orientation. Multiple factors may affect participation, and consequently some people may experience compounding and intersecting forms of discrimination or disadvantage, this is often referred to as intersectionality.

Engagement with sport and active recreation organisations, as well as the general public, has helped to identify barriers and motivators to participation. This has been used to develop a list of actions and opportunities to address the needs of existing participants and potential new participants, in particular women, girls and people from under-represented groups. Organisations will be at different points on the journey. The Action Plan will help all organisations find opportunities for improvement. In turn, organisations may find new ways to attract participants, such as: players, volunteers and officials.



Fair Access Policy principles

The principles of the *Fair Access Policy* are listed below. The full *Fair Access Policy* is available on the [City's website](#).

1. Community sports and active recreation infrastructure and environments are genuinely welcoming, safe, and inclusive
2. Women, girls and under-represented groups can fully participate in all aspects of community sport and active recreation, including as a player, coach, administrator, official, volunteer and spectator
3. Women, girls and under-represented groups will have equitable access to and use of community sport and active recreation 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, girls and under-represented groups should be equitably represented in leadership and governance roles
5. Encourage and support all user groups who access and use community sport and active recreation infrastructure to understand, adopt and implement equitable access and use practices for women, girls and under-represented groups
6. Prioritise access, use and support to all user groups who demonstrate an ongoing commitment to equitable access and use of allocated community sport and active recreation infrastructure for women, girls and under-represented groups



Definitions

Active recreation

Leisure time, non-competitive, physical activity for exercise or enjoyment.

Aspects of a person's identity

Factors that shape a person's identity. This may include (but is not limited to) gender, age, cultural background, ability, religion and sexual orientation.

Disability

Long-term physical, mental, intellectual or sensory impairments that, in interaction with various attitudinal and environmental barriers, may hinder a person's full and effective participation in society on an equal basis with others.

Equality

Equal rights, responsibilities and opportunities. Equality does not mean that everyone will become the same but that their rights, responsibilities, and opportunities will not depend on aspects of a person's identity.

Equity

The process of being fair to everyone in the distribution of benefits and responsibilities. The concept recognises that people may have different needs and power and these differences should be identified and addressed in a manner that fixes imbalances.



Equality

Equity

Equity Impact Assessment

The process of considering how policies, programs and services affect different genders and diverse groups in different ways and recommend changes that will help create a more fair and inclusive community. This incorporates Gender Impact Assessments as per the *Gender Equality Act 2020*.

Gender

Part of 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.

Intersectionality

Understands how a person's identity is shaped by multiple realities (such as gender, race/ethnicity, class, age, sexuality, geographic location, disability, religion). The different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation, which impact on people's experiences.

Participation

Includes a range of roles, such as: player, umpire, volunteer, committee member, official, spectator.

Sport

Includes informal sport e.g. playing tennis with a friend, and organised sport e.g. playing in a competition.

Under-represented groups

People that are participating in lower numbers relative to the population in the broader community, and may be grouped by aspects of a person's identity.

Fair Access actions

The following actions have been developed to guide organisations involved in sport and active recreation in delivering fair access at sport and active recreation facilities. For each action, the relevant Fair Access Policy Principles, organisations responsible for delivery, timing for delivery, indicators of success and additional guidance for delivery are provided. Where multiple organisations have been identified for an action, each organisation has a leadership role to play in delivery.

Action	Principles	Responsibility	Timing	Indicator of success	Additional guidance
a) Provide information, education and resources to support organisations involved in sport and active recreation to implement fair access.	1, 2, 3, 4, 5	<ul style="list-style-type: none"> City of Greater Bendigo State Sporting Associations 	Short term	The City develops and promotes: <ul style="list-style-type: none"> Self-assessment tool Additional guidance on actions Action Plan Template Video on how to develop club action plan 	<ul style="list-style-type: none"> A shared vision, including agreed goals The organisation identifying inclusion and gender equality as a priority and understanding the importance of it Genuine understanding and effort to work towards meaningful change Consider what groups are underrepresented and why Support inclusion and consider how multi-faceted people's identities can be (e.g. gender, ability, cultural background and age) when working to increase participation by women, girls and under-represented groups Engage with and build relationships in the community, so that the community can help develop the actions
			Ongoing	<ul style="list-style-type: none"> Training opportunities Resources for volunteers 	
b) Assess opportunities and identify actions for implementing fair access.	1, 2, 3, 4, 5	<ul style="list-style-type: none"> Clubs Associations Leagues Facility Managers 	Medium term	Complete the City's Fair Access Self-Assessment Tool and identify actions to improve inclusion and gender equality in: <ul style="list-style-type: none"> Governance and culture Leaders, volunteers and paid positions Participation Promotion and recruitment Facilities and resources For women, girls and under-represented groups.	
			Ongoing	This should be repeated at regular intervals, with every two years considered good practice.	

Action	Principles	Responsibility	Timing	Indicator of success	Additional guidance
c) Provide information about activities and inclusion on CONNECT Greater Bendigo website.	1, 2	<ul style="list-style-type: none"> City of Greater Bendigo Clubs 	Short term	The City provides information on how to use CONNECT Greater Bendigo to share information about activities and inclusion.	<ul style="list-style-type: none"> Having information about all clubs on CONNECT Greater Bendigo will help members of the community connect with clubs that are offering what they are looking for Information included on CONNECT Greater Bendigo should include: who is welcome, how the club is inclusive and accessible, what activities are available and requirements/process for joining
			Ongoing	<p>The City promotes use of the CONNECT Greater Bendigo website as a single source of information about clubs, groups and activities for the community.</p> <p>Clubs to provide information about their activities and inclusion on the CONNECT Greater Bendigo website.</p>	
d) Promote benefits of sport and active recreation for all.	1, 2	<ul style="list-style-type: none"> All 	Ongoing	<p>Promotion of individual benefits of sport and active recreation, including:</p> <ul style="list-style-type: none"> Physical health, fitness and wellbeing Culture and sense of belonging Social connection with friends and family Having fun and stress reduction Developing skills/ learning Improving self-worth 	People are attracted to sport and active recreation for different reasons, so by promoting a range of benefits, clubs can increase recruitment and membership opportunities.
e) Celebrate those that are leading the way in gender equality and inclusion.	1, 5	<ul style="list-style-type: none"> All 	Ongoing	<ul style="list-style-type: none"> Showcasing local clubs and role models that are doing inclusion well Promote successes Share case studies from the club's point of view including video case studies 	<ul style="list-style-type: none"> Supporting clubs and members to learn from each other. Case studies from a club or member's point of view would be more relatable Giving attention to practices that are inclusive can help to change social norms and expectations, and help people see the inclusive practice as the standard behaviour
f) Review City of Greater Bendigo agreements and processes to support those that practice fair access.	6	<ul style="list-style-type: none"> City of Greater Bendigo 	Medium term	<p>Review and update:</p> <ul style="list-style-type: none"> Fees and charges for use of facilities Lease, license and seasonal user agreements Community grants eligibility criteria Process for allocation and use of sporting facilities, grounds and pavilions 	<p>To support clubs that incorporate fair access requirements:</p> <ul style="list-style-type: none"> Consider subsidies and discounts to support those that practice fair access Incorporate fair access requirements into lease, license and seasonal user agreements Update City Community Grants eligibility criteria

Action	Principles	Responsibility	Timing	Indicator of success	Additional guidance
g) Consider fair access in the development or renewal of sport and active recreation infrastructure.	1, 3	<ul style="list-style-type: none"> City of Greater Bendigo 	Ongoing	a) Equity Impact Assessments completed for development or renewal of sport and active recreation infrastructure b) New developments and renewal of existing infrastructure will consider: <ol style="list-style-type: none"> Distribution and quality of facilities supporting local participation opportunities Sharing facilities and providing various activity opportunities in close proximity Inclusion and gender equality as part of project prioritisation Universal Design Principles Community Asset Policy (under development) 	To provide facilities that enable more participation opportunities for more people. a) Equity Impact Assessments will be carried out for projects in accordance with the Gender Equality Act 2020 b) New developments and renewal of existing infrastructure is subject to prioritisation and funding
h) Seek relevant funding and grants to support implementation of fair access for infrastructure improvements.	1, 3	<ul style="list-style-type: none"> City of Greater Bendigo 	Ongoing	Funding and grants are obtained to support the implementation of fair access requirements for infrastructure improvements.	To provide facilities that enable more participation opportunities for more people.
i) Promote grant opportunities that could be used to support implementation of fair access.	5	<ul style="list-style-type: none"> City of Greater Bendigo State Sporting Associations 	Ongoing	Grant opportunities are included in newsletters and other information sharing platforms - including explanation for clubs to know how they could use the grant.	Support clubs to obtain additional resources for implementation of fair access requirements.
j) Support and share information about informal and free participation opportunities.	1	<ul style="list-style-type: none"> Clubs City of Greater Bendigo 	Ongoing	a) Clubs to display match and training schedules so the community know facility availability b) Activation/come and try opportunities for facilities and/or how to use outdoor equipment	Informal sport and active recreation opportunities reduces the impact of barriers to participation: <ol style="list-style-type: none"> Cost Time restrictions Fear of not being good enough Different skill levels
			Medium term	c) Maps for active recreation including walking or bike riding	



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