

# Whitehorse Fair Access Action Plan 2024 – 2028

These actions relating to the Melbourne East Region Sport and Recreation Fair Access Policy ('the Fair Access Policy') will be delivered by responsible departments and monitored throughout the term of this action plan. Progress and measures will be reported to Council, the Melbourne East Region of Councils, Sport and Recreation Victoria and other relevant bodies as required.

<b>Principle 1 – Infrastructure</b> Community sports and active recreation infrastructure are genuinely welcoming, safe and inclusive.		
Action	Target Year	Stakeholders (Lead – Bold)
1.1 Explore and embed the principles of the Fair Access Policy across operational processes, planning, policy, infrastructure and strategic projects related to Council sport and recreation facilities, utilising Gender Impact Assessments and implementation of GIA recommendations	Ongoing	<b>LARS</b> , Project Delivery and Assets, PANE, ELT, Council
1.2. Prioritise and deliver infrastructure projects that provide equitable outcomes for males and females and support closing the gender participation gap (e.g. pavilion and other infrastructure priority lists, review and update of the Pavilion Development Policy addressing standard components that encourage women and girls participation)	2025-2027 and ongoing	<b>LARS</b> , Project Delivery and Assets, PANE, ELT, Council
1.3. Seek external support and partnerships to facilitate fair and equitable access to facilities and participation opportunities (e.g. prioritised advocacy to other levels of government and sources for external funding for facility projects that support female participation, proactively seek strategic facility partnerships with schools and other providers to unlock additional equitable allocation opportunities)	Ongoing	<b>LARS</b> , SME, ELT, Council
<b>Principle 2 – Roles in Sport</b> Women and girls, trans and gender diverse people will be encouraged to participate in all aspects of community sport and active recreation, including as a player, coach, administrator, official, volunteer and spectator.		
Action	Target Year	Stakeholders (Lead – Bold)
2.1. Collect categorised participation data by gender on the use of Councils' community sports and active recreation infrastructure through lease and licenses processes annually, including participants, leadership, volunteers etc	Ongoing	<b>LARS</b>
2.2. Support sport and recreation organisations to build their capacity to better support equitable and diverse participation (e.g. provide resources and education through Council's Club Development Program, seek partnerships with not-for-profit	Ongoing	<b>LARS</b> , CEAD

organisations or peak sporting bodies to deliver targeted action-planning focused club education and training programs)		
2.3. Through Council's Community Grants Program and other available opportunities, invest into sustainable programs targeting women and girls, trans and gender diverse participation	Ongoing	<b>CEAD, LARS</b>
<p><b>Principle 3 – Allocation and Scheduling</b></p> <p>Women and girls, trans and gender diverse people will have equitable access to and use of community sport and recreation infrastructure, which is of the highest quality, at the most convenient location and times and includes new opportunities and sports.</p>		
<b>Action</b>	<b>Target Year</b>	<b>Stakeholders (Lead – Bold)</b>
3.1 Audit the programming scheduling of sport and recreation clubs from an equity perspective at individual venues and across the municipality and influence improved outcomes as required	Ongoing	<b>LARS</b>
3.2 Review operational delivery of sport and recreation facilities and embed the principles of the Fair Access Policy throughout procedures and policy to support the delivery of equitable sport and recreation (e.g. review of the Sporting Facilities Guide (SFG) and its supporting licences, review and update Council's standard lease template, ensuring equitable delivery of all Council-run leisure facilities and programs)	2025-2027 and ongoing	<b>LARS, Property and Leasing</b>
<p><b>Principle 4 – Leadership</b></p> <p>Women and girls, trans and gender diverse people should be equitably represented in leadership and governance roles.</p>		
<b>Action</b>	<b>Target Year</b>	<b>Stakeholders (Lead – Bold)</b>
4.1 Encourage increased representation and the development of women in leadership positions within local sports clubs and associations through partnerships with peak sporting bodies and not-for-profit providers to facilitate access to governance and coaching training and development programs for women.	Ongoing	<b>LARS, CEAD</b>
4.2 Proactive involvement of more women and girls, trans and gender diverse people in recreation planning activities. This task is identified in project briefs and sustained efforts are made to increase an equitable distribution of feedback and decision-making input per project.	Ongoing	<b>LARS, Project Delivery and Assets, PANE</b>
<p><b>Principle 5 – Culture and Environment</b></p> <p>Encourage and support all user groups who access community sport and active recreation infrastructure to understand, adopt and implement gender equitable access and use practices that are genuinely welcoming, safe and inclusive.</p>		

Action	Target Year	Stakeholders (Lead – Bold)
5.1 Support clubs to address developing welcoming environments and inclusive cultures at their clubs (e.g. encouraging usage of the Gender Equity Self-Assessment Tool and Gender Action Plans, delivery of regular Club Development Forum sessions, updates to relevant policy and procedure such as the SFG relating to club environments)	Ongoing	<b>LARS</b>
5.2 Support the review and implementation of Council social policy to support inclusive sporting club environments (e.g. Gambling Policy)	Ongoing	<b>CEAD, LARS</b>
<p><b>Principle 6 – Reward, Celebrate and Prioritise</b></p> <p>Prioritise access, use and support to all user groups who demonstrate an ongoing commitment to gender-equitable access and use of allocated infrastructure.</p>		
Action	Target Year	Stakeholders (Lead – Bold)
6.1. Review Council’s Sports Fields and Pavilions Contributions (Fees and Charges) approach and provide financial incentives for users delivering equitable access and participation outcomes	2025-2027	<b>LARS</b>
6.2. Develop a Sports Field and Pavilion Allocation Policy as an appendix to the SFG to provide clarity for the community on how Council prioritises equitable access to its facilities, particularly for user groups who demonstrate commitment to gender equity outcomes	2025-2027	<b>LARS</b>
6.3 Promote and celebrate the achievements of the community and Council regarding fair access via Council’s communication channels and other methods (e.g. promote projects with universal design outcomes, showcase women and girls achievements as participants and volunteers, Whitehorse Sport and Recreation Awards)	Ongoing	<b>SMC, LARS, Whitehorse Sport and Recreation Reference Group</b>