



*HOBSONS BAY
CITY COUNCIL*

FAIR ACCESS ACTION PLAN

2024–27

HOBSONS
BAY CITY
COUNCIL



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Acknowledgement of Country

Council acknowledges the Bunurong People of the Kulin Nation as the Traditional Owners of these municipal lands and waterways, and pay our respects to Elders past and present.



PURPOSE

Hobsons Bay City Council's (HBCC) Fair Access Action Plan (The Plan) seeks to address known barriers experienced by women, girls and gender diverse people in accessing and using community sports infrastructure.

The Plan aims to progressively build capacity and capabilities of HBCC and its sport and recreation clubs in the identification, and elimination of systemic causes of gender inequality.



BACKGROUND

Sport is a highly visible and valued feature of HBCC's culture and identity.

The sport and active recreation sector provide opportunities for enriching our communities through the promotion of respect and fair mindedness for all people, while also supporting the physical and mental wellbeing of all residents. The Plan is well positioned to design and implement place-based, integrated actions and assists in supporting sport and recreation clubs in removing barriers for, women, girls, and gender diverse people to participate in sport and recreation within the municipality.

The Fair Access Principles have been developed by the Office for Women in Sport and Recreation, Sport and Recreation Victoria and VicHealth, in consultation with representatives from local government and the state sport and recreation sector. This Plan is based on six (6) principles of inclusivity, full participation, equal representation, encouraging and supporting user groups, and prioritising user groups committed to equality. Councils Sport and Recreation team will be responsible for the implementation of The Plan in collaboration with a range of internal stakeholders.

The Plan acknowledges that different sports clubs and sporting codes are at differing levels of implementing the fair access principles. The 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.

Fair Access Principles

1

Community sports infrastructure and environments are genuinely welcoming, safe and inclusive

4

Women and girls should be equitably represented in leadership and governance roles

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

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

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*
- c.** *to support existing and new participation opportunities, and a variety of sports*

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

Council's commitment to a equitable access for all is captured within the following endorsed plans and strategies

Council policies:



Women's Participation in Sport and Active Recreation in Melbourne's West:
Action Plan for Change 2020–25



A Fair Hobsons Bay For All 2024–28



Sport and Recreation Facilities
Licence, Lease and Hire Agreements Policy



THE FAIR ACCESS ACTION PLAN

Principle 1

Community sports infrastructure and environments are genuinely welcoming, safe, and inclusive.

Action	Measure	Short (Y1)	Medium (Y2)	Long (Y3)	Ongoing
Incorporate inclusive design principles in policy and design briefs of all community, recreation, and sport facilities	New sport and recreation facilities are inclusive by design, incorporating principles.				✓
Provide safe, accessible, and clean facilities to encourage participation in physical activity.	Sport and recreation facilities are safe, accessible, and clean, subject to regular inspections.				✓
Ensure completion of a Gender Impact Assessment (GIA) for all new or upcoming renewals of any masterplans, policies, strategies, or projects.	Gender Impact Assessment (GIA) is complete on any new or renewed masterplan, policy, strategy, or project.				✓
Advocate to State and Federal Government and other organisations for funding to support gender inclusive infrastructure upgrades and programs.	Funding received to support gender inclusive infrastructure upgrades and programs.				✓
Ensure that community consultation and stakeholder engagement for all future sport, recreation, physical activity, and open space strategies and site-specific master plans involve an equal representation of women and girls.	HBCC will maintain and/or increase the number of women and girls it actively engages, during all community consultation and stakeholder engagement processes. The feedback provided during the process will be integrated into future design and construction.				✓

Principle 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.

Action	Measure	Short (Y1)	Medium (Y2)	Long (Y3)	Ongoing
Leverage existing state and national campaigns to drive action locally (such as VicHealth's This Girl Can campaign).	Partner with local sports organizations and community groups to integrate the campaign's message and resources.				✓
Promote programs that facilitate opportunities for low (or no) cost, social physical activity options in local parks, shared trails, and open spaces.	Maintain and/or increase the number of low-cost activities, that are promoted through relevant channels.		✓		

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
- c. to support existing and new participation opportunities, and a variety of sports

Action	Measure	Short (Y1)	Medium (Y2)	Long (Y3)	Ongoing
Create opportunities for women to meet likeminded sporting/ active women to collaborate or exercise together by developing a network program led by Council.	A women's network is created, focused on promoting leadership within sport and active lifestyle.		✓		
Work with Hobsons Bay owned sport, recreation, and leisure centres to develop, deliver and promote women's programs during peak times.	Maintain and/or increase the integration of feasible women's programs during peak times at Hobsons Bay centres.			✓	

Principle 4

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

Action	Measure	Short (Y1)	Medium (Y2)	Long (Y3)	Ongoing
Deliver three club development sessions for clubs, aimed at educating club leaders about Fair Access, its principles, and how it applies to the club.	Partner with the State Government to deliver three club development sessions that focus on Fair Access.	✓	✓		
Identify and review relevant policies to include Fair Access principles.	Identification of relevant policies to integrate Fair Access principles, with a review pipeline created.			✓	

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	Measure	Short (Y1)	Medium (Y2)	Long (Y3)	Ongoing
Review and update Council's Sport and Recreation Facility User Guide to incorporate Fair Access and gender equity principles, including a process to prioritise women, girls, and gender diverse teams in the allocation of Council facilities.	Updated Sport and Recreation Facility User Guide that incorporates Fair Access principles.	✓			
Add a gender-neutral language fact sheet to assist sport, recreation, and community organisations to create inclusive environments into the Sport and Recreation Facility User Guide.	Gender-neutral language fact sheet has been added to the Sport and Recreation Facility User Guide.		✓		
Ensure project partner website and social media information has consistent and prominent messaging regarding the promotion and accessibility of opportunities for the diversity of women and girls in the region. Ensure linkages to other industry sources, resources and promotional information are provided and functional.	Partner websites and social media platforms have been reviewed, with updated and relevant information, resources and links included. Council to use inclusive language on media platforms to encourage participation.	✓			

Principle 6

Prioritise access, use and support to all user groups who demonstrate an on-going commitment to gender equitable access and use of allocated community sport infrastructure.

Action	Measure	Short (Y1)	Medium (Y2)	Long (Y3)	Ongoing
Review current and influence future policies, plans and strategies relevant to sport club usage to ensure equitable access and use practices.	Review Allocation Criteria to ensure it reflects the Fair Access Policy and facilitates equitable access to community sports infrastructure.			✓	
Prioritise women and girls in Council grant funding, in relation to sport and recreation.	Provide Council grants to sporting clubs and community group initiatives that prioritise women and girls.				✓
Complete an assessment of local sport and recreation trends to benchmark Hobsons Bay's Fair Access and gender equity status.	Assessment of Hobsons Bay participation data finalised, with trends identified.	✓			
Integrate Action Plan priorities into Council strategies, policies and municipal public health and wellbeing plans leading the agenda on gender equity.	Action Plan has been integrated into relevant strategies, policies, and plans.				✓
Complete an assessment and evaluation of HBCC's Fair Access Action Plan at the conclusion of the plan.	Assess the effectiveness of the Action Plan and highlight key successes.			✓	



HOBSONS BAY CITY COUNCIL

115 Civic Parade, Altona
PO Box 21, Altona 3018
Phone 1300 179 944
NRS phone 133 677 and quote 1300 179 944
Email customerservice@hobsonsbay.vic.gov.au

 www.hobsonsbay.vic.gov.au

 [instagram.com/hobsonsbaycc](https://www.instagram.com/hobsonsbaycc)

 www.facebook.com/HobsonsBayCityCouncil

HOBSONS BAY LANGUAGE LINE

9932 1212

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