

HUME CITY COUNCIL

Hume Fair Access Policy

Policy reference No:	POL/308
File No:	HCC21/488
Strategic objective:	3.1 Advancement of social justice and addressing inequalities
Adopted by Council:	9 December 2024
Re-Adopted:	
Date for review:	1 December 2028
Responsible officer:	Manager Active Living
Department:	Active Living

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1. POLICY STATEMENT

- 1.1 The Fair Access Policy Roadmap was developed by the Office for Women in Sport & Recreation, in partnership with VicHealth and Sport and Recreation Victoria, to address the inequality faced by women and girls in accessing community sport and infrastructure and to support their participation in community sport and active recreation across Victoria.
- 1.2 Sport and recreation is a highly visible and valued feature of Hume City Council's (Council) culture and identity, with numerous active sporting reserves, indoor stadiums and leisure centres located within the municipality supporting the physical and mental wellbeing of the community.
- 1.3 Council acknowledges the disadvantage some individuals experience in the sport and active recreation sector due to gender; and that achieving equity outcomes will require diverse approaches for people of all genders.
- 1.4 The Hume Fair Access Policy (the Policy) seeks to address known barriers experienced by women, girls and gender diverse people in accessing and using community sports infrastructure.
- 1.5 The Policy aims to progressively build the capacity of Council, Hume sports clubs and associations in the identification, and elimination of systemic causes of gender inequality in policy, programs, communications, and delivery of services and infrastructure in relation to community sports.

2. PURPOSE

2.1 The Policy will:

- 2.1.1 Address known barriers experienced by women, girls and gender diverse people in accessing and using community sports infrastructure.
- 2.1.2 Ensure solutions developed and implemented are guided by the Victorian Government's six Fair Access Principles of inclusivity, full participation, equal representation, encouraging and supporting user groups, and prioritising user groups committed to equality.
- 2.1.3 Support sports clubs, sports associations, and State Sporting Associations (SSAs) in education and training regarding the Policy.

2.2 The Policy is aligned to the:

- 2.2.1 Gender Equality Act 2020, where Local Governments are required to undertake Gender Impact Assessments (GIAs) on all new policies, programs, communications, and services, including those up for review, that directly and significantly impact the public.

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- 2.2.2 The Victorian Government's Fair Access Roadmap, which requires Local Governments to have a gender equitable access and use policy in place to be eligible for state community sports infrastructure funding.

3. SCOPE

- 3.1 The scope of the Policy is to support Council to take positive action towards achieving gender equity in the access and usage of community sports infrastructure.

- 3.2 This Policy applies to the allocation and use of Council's current and future owned community sport and recreational facilities, including:

- 3.2.1 Sporting Fields and Pavilions
- 3.2.2 Hume Leisure Centres
- 3.2.3 Indoor Sports Facilities
- 3.2.4 Leased and Licensed Sport Facilities

4. OBJECTIVE

- 4.1 The Policy seeks to:

- 4.1.1 Provide fair and equitable access to sports infrastructure and programs to increase participation for women, girls and gender diverse people in recreation and physical activity.
- 4.1.2 Increase the number and diversity of women, girls and gender diverse people participating in recreation and physical activity and benefiting from the associated physical, mental and social health and wellbeing outcomes.
- 4.1.3 Inform current and future Hume policies and strategic plans in relation to sports infrastructure investment and access.

- 4.2 Guiding Principles:

- 4.2.1 Council is committed to the following principles, which are informed by the Victorian Government's six guiding principles and commitments under the Fair Access Policy Roadmap, to achieve gender-equitable access and use of community sports infrastructure:

4.2.1.1 Principle 1 – Infrastructure

Community sports and active recreation infrastructure are genuinely welcoming, safe and inclusive.

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4.2.1.2 Principle 2 – Roles in Sport

Women, girls 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.

4.2.1.3 Principle 3 – Allocation and Scheduling

Women, girls and gender diverse people will have fair access to and use of community sport and recreation infrastructure, which is of the highest quality, at the most convenient location and times including new opportunities and sports.

4.2.1.4 Principle 4 – Leadership

Women, girls and gender diverse people will be equitably represented in leadership and governance roles in the sporting environment.

4.2.1.5 Principle 5 – Culture and Environment

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.

4.2.1.6 Principle 6 – Reward, Celebrate and Prioritise.

Prioritise access, use and support to all user groups who demonstrate an ongoing commitment to gender equitable access and use of allocated infrastructure.

5 POLICY IMPLEMENTATION

5.1 Council will undertake the necessary and proportionate steps towards implementation of the Policy by:

5.1.1 Engaging fairly, equitably and in a positive, respectful, and constructive manner with all staff, governance working groups, local and state sporting associations, and members of our sport and active recreation community, regardless of their gender identity, race, religion, ethnicity, disability, age, sexual orientation.

5.1.2 Completing Gender Impact Assessments (GIAs) to assess the implications for the community of any planned action, including policy development and communications. This strategy ensures all voices, concerns, and experiences are integral to the design, implementation, and monitoring of policies and programs.

5.1.3 Enacting the Policy Action Plan.

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6. DEFINITIONS AND ABBREVIATIONS

Term	Definition
Hume City Council	The local government body responsible for the municipality of Hume.
Community Sports Infrastructure	Council owned local, rural, regional, or state level sport and recreation infrastructure operated and maintained primarily for the purpose of facilitating community sport activities, including sporting grounds, surfaces, facilities, and pavilions.
Gender	Part of a person's personal and social identity and refers to a way a person feels and sees themselves. It can be about differences in identity, expression and experience as a woman, man or gender diverse person.
Gender Diverse	An umbrella term that includes all the different ways gender can be experienced and perceived. It can include people questioning their gender, those who identify as trans/transgender, genderqueer, non-binary, gender non-conforming and many more.
Gender Equality	The equal rights, responsibilities and opportunities of women, men and gender diverse people. Equality does not mean that women, men and gender diverse people will become the same but that their rights, responsibilities, and opportunities will not depend on their gender.
Gender Equity	The provision of fairness and justice in the distribution of benefits and responsibilities based on gender. The concept recognises that people may have different needs and power related to their gender and these differences should be identified and addressed in a manner that rectifies gender related imbalances.
Gender Impact Assessment (GIA)	A requirement under the Gender Equality Act 2020 to be carried out on policies, programs and services which have a direct and significant impact on the public. The assessment must evaluate the effects that a policy, program or service may have on people of different genders.
Sports Clubs	A group organised for the purposes of playing sports (either individually or as teams) with a registered Australian Business Number and affiliated to a local Sports Association or State/National Sporting Association.
Sports Associations	A group organised for the purposes of facilitating a sports competition (either individually or as teams) with a registered Australian Business Number and affiliated to a State or National Sporting Association.
State Sporting Associations (SSAs)	A state sporting association is the governing body for a sport at state level. They represent affiliated member leagues, associations, clubs and participants.
Fair Access	Refers to making community sports and recreation facilities more equitable and inclusive to increase the participation of women, girls and gender diverse people. Opportunities to improve participation for other underrepresented groups will also be considered.

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7. RELATED DOCUMENTS

7.1 This Policy should be read in conjunction with all other relevant Council policies such as:

- 7.1.1 Capital Investment Policy
- 7.1.2 Club Contributions Policy for Capital Works
- 7.1.3 Community Facility Access and Use Policy
- 7.1.4 Fees and Charges Policy for Sports Grounds Usage Policy
- 7.1.5 Outdoor Sports Lighting Policy and Plan
- 7.1.6 Sporting Grounds and Facilities Allocation Policy

7.2 This Policy should be read in conjunction with relevant legislative requirements including:

- 7.2.1 Local Government Act 2020
- 7.2.2 Gender Equity Act 2020
- 7.2.3 Equal Opportunity Act 2010
- 7.2.4 Charter of Human Rights and Responsibilities Act 2006
- 7.2.5 Community Vision 2040 & Council Plan 2021-25

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Appendix A- Community Sport & Recreation Facilities

Hume's Sports Stadiums & Facilities, Sporting Reserves and Public Recreation Facilities are listed on Hume's Sport & Recreation Webpage: [Sport and Recreation - Hume City Council](#)

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