

Hindmarsh Shire Council  
**Fair Access Policy  
Action Plan**

*July 2024 Draft*



## Hindmarsh Shire Council – Fair Access Policy Action Plan

Fair Access Principle	Actions	Timeframe	Responsibility	Success Indicator
<p><b>Principle 1</b> Community Sports infrastructure and environments are genuinely welcome, safe and inclusive.</p>	Audit existing community facilities to determine current provision of gendered facilities (e.g. changerooms, toilets etc.)	M	MCW CSRCD	Facilities audited – four HSC owned/managed facilities per year.
	Implement actions resulting from audit to ensure minimum standards and compliance is met.	M	MCW CSRCD	Targets and action plans established with SMT.
	Complete a GIA for all new and existing community infrastructure as identified and for appropriate policies, plans and strategies.	M	MCW CSRCD	GIAs completed as required.
	Provide educational resources to clubs and organisations regarding the importance of inclusivity and use of appropriate language, images and behavior in club rooms and social media.	M	MCW MPP	Appropriate educational and promotional resources distributed to clubs.
<p><b>Principle 2</b> 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.</p>	Support and promote the Wimmera Regional Sports Assembly in their delivery of women’s leadership programs within sporting contexts.	M	MCW	Increased number of programs and workshops delivered by WRSA within Hindmarsh Shire and the Wimmera Region.
	Promote training opportunities for women and girls to undertake leadership programs within sporting contexts.	S	MCW CSRCD	Increased number of programs promoted and supported by Council and shared by social media and directly to clubs.
	Encourage clubs to implement a mentorship program for members who are keen to learn about coaching or administration positions.	L	MCW CSRCD	Initiatives implemented by clubs to engage members into aspects of the club other than playing or supporting.

<p><b>Principle 3</b> Women and girls will have equitable access to and use of community sport infrastructure.</p> <p>a) Of the highest quality available and most convenient.</p> <p>b) At the best and most popular competition and training times and locations.</p> <p>c) To support existing and new participation opportunities, and a variety of sports.</p>	Clubs to consult with their players and reach agreement on equitable and fair access to preferred match and training times.	M	MCW CSRCD	Evidence of consultations between clubs and players regarding training and match times.
	Encourage women and girls to utilise all Council sporting facilities.	S	MCW CSRCD	Increased and sustainable participation rates by women and girls.
	Inclusion of equitable access and use in the Hindmarsh Shire Sport and Recreation Strategy (to be developed in 2024-2025)	S	MCW CSRCD	Hindmarsh Shire Sport and Recreation Strategy adopted.
	Prepare Fair Access compliant plans and designs and seek funding to support infrastructure upgrade initiatives.	L	MCW	Increased number of 'shovel ready' projects available for funding opportunities as they arise and an increase in appropriate approved grant applications.
	Partner with peak sporting organisations to showcase and promote female sport and to deliver come and try days to increase participation.	M	MCW CSRCD	Sustained increase in female participation rates.
<p><b>Principle 4</b> Women and girls should be equitably represented in leadership and governance roles.</p>	Encourage clubs to aim for gendered balanced representation on committees and decision-making roles across different aspects of the club.	M	MCW MPP	Collate and analyse data to ensure gendered balance targets are being achieved.
	Review Council's Community Action Grants program to support initiatives that empower and improve skills for women and girls.	S	MCW CSRCD	Grant program reviewed and criteria amended to reflect individual clubs' commitment to gender equality.
	Encourage and promote clubs to perform their own self-assessment to identify	S	MCW CSRCD	Increased number of self-assessment reports completed.

	areas of improvement across the Fair Access principles.			
	Encourage sporting clubs and organisations who are running events in community spaces to have a gender balance in public roles and promotional activities.	S	MCW MEDT	Increased female participation in public roles and activities.
<b>Principle 5</b> Encourage and support all user groups who access and use community sport infrastructure to understand, adopt and implement gender equitable access and use policies.	Promote and encourage clubs within the Shire to become alliance members of Communities of Respect and Equity (CoRE).	S	MCW MPP	Increased numbers of clubs within the shire being members of CoRE.
	Council to ensure that inclusive language is used in Council documents and media channels (e.g. use Chairperson instead of Chairman and seniors and juniors instead of boys and girls).	S	MCW MPP	Annual review of Council documents and Social Media channels.
	Support organisations such WRSA to provide gender awareness training within the Shire.	S	MCW MPP	Programs supported by Council through various channels.
	Review and update Fair Access requirements in Council Lease and User Agreements.	L	MCW DIS	Review at least 2 leases / user agreements per year.
	Encourage clubs within the shire to adopt a contextualised Fair Access Policy.	S	MCW	Evidence received (club minutes) that a contextualised Fair Access Policy has been adopted.
<b>Principle 6</b> Prioritise use and support to all user groups who demonstrate an ongoing commitment to gender equitable access and use of	Review Council's Community Action Grants program to support initiatives that incorporate Fair Access requirements or identify options to improve women and girls' participation.	S	MCW CSRCD	Grant program reviewed and criteria amended to reflect clubs' commitment to Fair Access principles and increased women and girls' participation.

allocated community sport infrastructure.	Council to prioritise clubs who are actively promoting and achieving Fair Access outcomes for project funding opportunities as they arise.	L	MCW CSRCD	Council's project pipeline to reflect the clubs' commitments towards Fair Access and inclusiveness.
	Council to promote the achievements of clubs who are implementing and championing Fair Access or inclusive practices or initiatives.	L	MCW CSRCD	Increased number of clubs promoted via media releases, newsletters and social media across the shire who are implementing positive actions.

**DCCS – Director Corporate and Community Services**

**DIS – Director Infrastructure Services**

**MCW – Manager Community Wellbeing**

**MPP – Manager People and Performance**

**CSRCD – Coordinator Sports, Recreation and Community Development**

**S – Short Term (< 1 year)**

**M – Medium Term (1 – 3 years)**

**L – Long Term (3 – 5 years)**