

THE CITY OF
GREATER GEELONG

FAIR ACCESS POLICY – DRAFT EVALUATION FRAMEWORK

VERSION: 3

Approval Date: June 2024

Approved by: Council

Review Date: June 2028

Responsible Officer: CEO

Authorising Officer: Executive Director, City Life

Contents

Introduction.....3

Purpose 3

Accountabilities / Responsibilities 4

Action Plan.....6

Review.....6

References 13

Introduction

PURPOSE

The Greater Geelong Fair Access Policy (the Policy) addresses known barriers experienced by women and girls in accessing and using community sports infrastructure.

The Policy aims to progressively build the capacity and capabilities of the City of Greater Geelong and associated stakeholders in identifying and eliminating systemic causes of gender inequality in policy, programs, communications, and delivery and allocation of community sports and recreation infrastructure.

This policy has been developed in response to the Victorian Government Fair Access Policy Roadmap.

The Policy enables effective and efficient integration of the requirements of the Gender Equality Act 2020, the Local Government Act 2020 and Public Health and Wellbeing Act 2008 and other legislative frameworks.

The Policy complies with the Gender Equality Act 2020 and aligns with Municipal Public Health and Wellbeing Plans and Council Strategies:

Reform Agenda	Objectives
To support the City of Greater Geelong to take positive action towards achieving gender equality in the access and use of community sports and recreation infrastructure	To build capacity and capabilities in the identification and elimination of systemic causes of gender inequality in policy, programs, communications, and delivery and allocation of community sport and recreation.
	To ensure an effective place-based response for the gender-equitable use and access of community sports and recreation infrastructure.
	To promote and implement gender equality in policies, programs, communications, and services as they relate to community sport and recreation infrastructure.

The Policy is supported by a Background Report that reviews the current state of play, while also providing an Evaluation Framework, Gender Impact Assessment, and reference to supporting resources to facilitate equitable access and allocation of community sport and recreation infrastructure.

The **Evaluation Framework** identifies the role and responsibilities of key stakeholders in delivering gender equality in sport and active recreation. The Framework includes an Action Plan that identifies measures for achieving the commitments made for each principle.

Accountabilities / Responsibilities

Achieving gender equality in sport and active recreation within local communities requires a coordinated effort from key stakeholders, including local Councils, State Sports Associations, and local sport and active recreation clubs and associations. Together these stakeholders can create an environment that supports and encourages the participation of women and girls, trans and gender diverse people in sport and active recreation safely and inclusively.

ROLES AND RESPONSIBILITIES

The roles of key stakeholders in delivering gender equality in sport and active recreation are provided below.

Organisation	Role and Responsibility
City of Greater Geelong	Develop and implement policies that promote gender equality in sport and active recreation, including equal access to facilities, resources, and opportunities. Support community sports and active recreation clubs and programs that specifically target women and girls encouraging their participation at all levels. Invest in sport and active recreation infrastructure that is accessible and inclusive, ensuring that facilities cater to the needs of all genders. Advocate and encourage community sport and active recreation facilities to partner with State and Local Sport Associations, leagues and local sport and active recreation clubs in scheduling training, competitions and programs that are gender equitable. Collect data on participation, use and resources by gender. Promote gender-inclusive sport and active recreation initiatives, sports programs, teams and events to the local community, encouraging attendance and participation from diverse groups. Align with the principles in the Fair Access Policy and genuinely create welcoming, safe and inclusive cultures and environments that encourage equal opportunities for participation.
State Sport Associations	Advocate for gender-inclusive practices across local grass root to elite level sport clubs and competitions. Schedule competitions and state programs and partner with local Councils and local sport associations and clubs to ensure equitable access to facilities and that competitions and programs are scheduled at times that are best for the participant. Allocate funds to support grassroots programs that encourage women's and girls' participation. Conduct training and development programs for women's and girls' leaders (committee members and coaches), which encourages an inclusive culture and environment. Engage in talent identification programs to discover and nurture talented women and girls, transgender and gender diverse people athletes from local communities. Report on participation rates by gender.
Local Sports Associations and Leagues	Schedule competitions in partnership with State Sports Associations to ensure equitable access to facilities and that competitions and programs are scheduled at times that are best for the participant. Promote gender-inclusive sports events and market them to the local community, encouraging attendance and participation from diverse groups.
Local Sport and Active Recreation Clubs	Create inclusive sports programs that ensure equal opportunities for participation. Align with the principles in the Fair Access Policy and genuinely create welcoming, safe and inclusive cultures and environments that encourage equal opportunities for participation.

Organisation	Role and Responsibility
	Provide coaching and mentorship programs to encourage more women to take on coaching and committee roles and serve as role models for aspiring women and girls athletes and officials. Partner with State Sports Associations and local Councils in the scheduling of training, competitions and programs to ensure equitable access to facilities. Report on participation rates by gender.