



WARRNAMBOOL
CITY COUNCIL

Fair Access and Use Policy
ACTION PLAN

Council is exploring ways to improve opportunities for women, girls and others to participate in community sport and recreation.

Currently, women and girls across Victoria do not have equal access to community sport and recreation, including in the City of Warrnambool. Council seeks to increase opportunities and the participation rates of women, girls, and others.

Gender equitable access and use policies and processes will be a key driver for procedural and cultural change to ensure the full benefits of sport and recreation are available to all. Removing key barriers to the participation of women and girls in sport and recreation is arguably the single biggest growth opportunity for this sector.

To achieve this, Warrnambool City Council, in response to the Victorian Government Office of Women and Girls – 2022, Fair Access Policy Roadmap, seeks to identify ways to reduce barriers and increase the participation rates of women, girls, and other underrepresented groups.

Warrnambool City Council has considered the Fair Access Principles when determining the actions to achieve progress, and have aligned under the following themes from Active Warrnambool Strategy;

- **Sporting Infrastructure and Environment**
- **Usage and Allocations**
- **Governance**

OUR ORGANISATIONAL VALUES

WORKING TOWARDS A BETTER WARRNAMBOOL



Sporting Infrastructure and Environment

ACTIONS	MEASURES	WHO	ALIGNMENT	TIMEFRAME
Review and update the Sport & Recreation Asset Plan to prioritise safer and inclusive infrastructure upgrades for clubs who field women's and girl's teams, focusing on player and umpire change spaces and amenities	Apply the guidelines and rating scale to ensure renewal or development work meets the priority list established.	Council	1,3	
Inspect all facilities that are constructed with support from Sport & Recreation Victoria grant funding on an annual basis to ensure fair access is provided as intended from the facility design and funding.	Completed alongside change of season inspections with sports ground tenants.	Council	1,3	
Seek relevant funding and grants to support with upgraded infrastructure projects	Use of State Government specific grant programs that prioritise female friendly facilities funding	Council	1	
Ensure images displayed and language used in club rooms is inclusive, positive and appropriate	Annual change of season inspection	Club	1	
Work towards having at least 1 female team or conduct a program with at least 5 female participants.	Annual seasonal tenancy membership data captured in Reserves Manager	Club	2,3	

Usage and Allocations

ACTIONS	MEASURES	WHO	ALIGNMENT	TIMEFRAME
Implement the Occupancy of Sport and Recreation Facilities Policy principles and update Licence Agreements to incorporate the Fair Access practices and principles identified	Inclusions of principles into Occupancy Policy and Licence Agreement	Council	5	
Review Seasonal Tenancy Agreement and Application Form and implement the Respect in Sport Standard certification as a requirement for clubs to complete	Update application form to reflect certification in 2026.	Council	5	
Review and update Community Development Fund criteria for sporting clubs to incorporate fair access requirements	Fair Access principles incorporated into fund criteria for 2026 round	Council		
Clubs to consult with players, coaches and parents to understand the needs of participants before allocating training/game times for playing and change facilities	Create a training schedule at the start of the season which fairly distributes facility use between all members	Club	1,2,3	
Clubs to have evidence of fair access to preferred training times for all users	Submit evidence as part of club seasonal tenancy request in Reserves Manager	Club	2,3	

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FAIR ACCESS AND USE POLICY ACTION PLAN

Governance

ACTIONS	MEASURES	WHO	ALIGNMENT	TIMEFRAME
Develop and implement the Respect in Sport Standard certification in partnership with South West Sport.	All sports ground user groups to complete the respect in sport standard workshop in 2024. All sports ground user grounds to be certified by 2026.	Council	12,3,4,5,6	
Ensure completion of a GIA for all new or upcoming renewals of any master plans, policies and strategies.	GIA's to be submitted along with attachments required in Doc Assembler for review.	Council	1,2,3,4	
Update other Lease & Licence Agreements, as they become due, to incorporate the Fair Access principles identified.	Inclusions of principles in all other Lease & Licence Agreements not governed by the Occupancy of Sport and Recreation Facilities Policy.	Council	1,2,3,4	
Work towards the completion of the Respect in Sport Standard as required as part of their seasonal tenancy agreement.	Respect in Sport Standard club evaluation survey.	Club	1,2,3,4,5,6	
Set goals to focus on having the following representation in decision making roles across the sporting club (executive, committee and coaching roles) <i>40% female, 40% male, and 20% of any gender</i>	Club to submit evidence of meeting minutes or development of Policy as part of seasonal tenancy request in Reserves Manager. All sports ground tenants required to meet this goal and 50% of recreation clubs.	Club	2,4	

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