



DRAFT

FAIR ACCESS

**SPORT AND
RECREATION
ACTION PLAN
2024-2027**

ACTIVE MELBOURNE

ACKNOWLEDGEMENT OF TRADITIONAL OWNERS

The City of Melbourne respectfully acknowledges the Traditional Owners of the land we govern, the Wurundjeri Woi-wurrung and Bunurong / Boon Wurrung peoples of the Kulin and pays respect to their Elders past and present. We acknowledge and honour the unbroken spiritual, cultural and political connection they have maintained to this unique place for more than 2000 generations.

We accept the invitation in the Uluru Statement from the Heart and are committed to walking together to build a better future.

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1. BACKGROUND

Our city is where people of all cultures, backgrounds, ages, genders, sexualities, beliefs, and abilities are welcomed, celebrated, and protected. As a result, our urban communities are fair, sustainable, safe, affordable, and inclusive, drawing people from around the world to visit, work and live. We are proud of the vibrancy this diversity brings to every aspect of city life.

Inclusive Melbourne Strategy 2022-32

Sport and active recreation are highly visible and valued features of the City of Melbourne's culture and identity. Our community sport and recreation facilities (facilities) provide opportunities for enriching our communities through supporting physical and mental wellbeing and the promotion of respect and fair-mindedness. These facilities are made available to various organisations, including sporting clubs, associations, community groups, schools, commercial operators and others (user groups) to provide a range of participation opportunities.

Our diverse and fast-growing population, the expansion of existing sports and recreation activities, and the emergence of new participation opportunities are increasing the demand for infrastructure and open spaces. To support the health and wellbeing of our communities, now and in the future, it's imperative that we carefully plan and manage these resources.

A Fair Access Policy Roadmap (Roadmap) was developed by the Victorian Government's Office for Women in Sport and Recreation, Sport and Recreation Victoria and VicHealth and released in August 2022. It aims to improve women's and girls' access to and use of community sports infrastructure. The Roadmap addresses Recommendation 6 from the Victorian Government's Inquiry into Women and Girls in Sport and Active Recreation (2015), which seeks to "deliver female-friendly environments and equitable facility usage policies".

Our response to the Roadmap aims to progressively build capacity and capabilities to identify and eliminate systemic causes of gender inequality, ableism and cultural bias in policy, programs, communications, and community sports and recreation services delivery.

Fair Access in the City of Melbourne has a primary focus on women and girls and acknowledges the multiple interacting experiences of individuals that need to be considered to improve participation in community sport and recreation. These include, but are not limited to, cultural and ethnic background, sexuality, age, gender, socio-economic status, income, education level, occupation, ability, faith, and beliefs. We will also seek to improve participation opportunities for other underrepresented groups where possible.

We have developed a Fair Access Sport and Recreation Action Plan (action plan) and a Fair Access Sport and Recreation Allocation and Use Policy (policy). The action plan and policy both seek to improve the access and use of the City of Melbourne's community sports and recreation facilities.

2. GUIDING PRINCIPLES

Our Fair Access guiding principles are:

1. Community sports infrastructure and environments are genuinely welcoming, safe and inclusive.
2. Women and girls can fully participate in all aspects of community sport and active recreation, including as players, coaches, administrators, officials, volunteers and spectators.
3. Women and girls will have equitable access to and use of community sports infrastructure:
 - of the highest quality available and most convenient
 - at the best and most popular competition and training times and locations
 - to support existing and new participation opportunities and a variety of sports.
4. Women and girls will be equitably represented in leadership and governance roles.
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.
6. Prioritise access, use and support to all user groups who demonstrate an ongoing commitment to gender-equitable access and use of allocated community sports infrastructure.

3. OBJECTIVES

Our Fair Access objectives are to:

- Provide fair, equitable access to increase participation for women and girls in recreation and physical activity.
- Increase the number and diversity of women and girls participating in recreation and physical activity and benefit from the associated physical, mental and social health and wellbeing outcomes.



4. KEY FINDINGS

City of Melbourne undertook research and community engagement to identify the barriers women, girls and other underrepresented groups face to participation in sport and recreation. We identified barriers to involvement by users and non-users, as well as motivators for participating in sport and recreation.

The key findings were that women and girls:

- want to feel safe getting to and from and while participating in community sports and recreation facilities at night
- want sport and recreation facilities that are well designed and maintained to meet their needs
- want to feel welcome and included at community sports and recreation facilities
- want to participate in sport and recreation in different ways, including activities that are more social, fun, non-competitive/routine, modified, culturally appropriate and family friendly
- want easier introductions to sports and recreation activities that are non-threatening, build skills and confidence, and provide a range of pathways
- want access to sports and recreation facilities and activities at convenient times and locations
- want nearby facilities that enable them to participate in the sports and recreation activities they are interested in.

Other key findings were that women and girls need easily accessible information on participating in community sport and recreation and want people like them in leadership and facilitation roles. Women and girls also said they would benefit from the promotion of the opportunities and advantages of participating in community sport and recreation.

Our research and community engagement also found that women and girls who experience financial barriers need suitable pricing to participate in sports and recreation. Another key finding was that women and girls want sport and recreation staff, facilitators and players to be respectful and welcoming to all people.

5. PURPOSE

This action plan outlines the high impact initiatives to achieve Fair Access improvements at sport and recreation facilities in the City of Melbourne.

6. ACTIONS

We have used the Fair Access guiding principles as a framework for the detailed action plan below. The action plan includes 13 outcomes, informed by the key findings from research and community consultation.

We have created specific actions for each outcome to minimise the barriers to participation experienced by women and girls.

City of Melbourne will work with key stakeholders, including state sporting associations, peak bodies, community organisations, neighbouring councils, facility operators, clubs and users, to achieve the desired outcomes from the action plan.

We will progressively implement the action plan starting on 1 July 2024. It applies to the City of Melbourne's current and future community sport and recreation facilities, including sporting fields, pavilions, recreation centres, and leased and licensed facilities.

The plan covers an initial three-year period to July 2027. It will be reviewed and updated after two years or as required.



Principle 1: Community sports infrastructure and environments are genuinely welcoming, safe, and inclusive.

#	Outcomes	#	Actions to achieve progress	Timeframe	Responsibility	Indicator of Success
1	Women and girls feel safe getting to and from, and participating at community sports and recreation facilities at night.	1.1	Review public and sports lighting on access routes and at sports and recreation facilities.	Year 1-3	Recreation and Waterways Property Services Parks and City Greening	A review of lighting at all facilities is completed and recommendations for improvements are provided
		1.2	Implement public and sports lighting improvements, including from transport and parking locations.	Year 2-3	Recreation and Waterways City Property Parks and City Greening	Lighting improvements are implemented per the proposed recommendations.
2	Women and girls have sports and recreation facilities that are well-designed and maintained to meet their needs.	2.1	Develop and apply universal design principles for all future sport and recreation developments to ensure they are accessible to a wide range of users with diverse access needs.	Year 1	Recreation and Waterways City Property Parks and City Greening City Design Community Development	Universal design principles are developed. Principles are applied in all new developments.
		2.2	Conduct an audit of existing sports and recreation facilities that identifies and prioritises design improvements that support fair access. Improvements could include accessible and all gender change facilities, toilet amenities, quiet and reflection spaces, family rooms, multi-use spaces and access requirements (signage, Braille, ramps, accessible emergency systems)	Year 1	Recreation and Waterways City Property City Projects Parks and City Greening City Design Community Development	A facility audit is conducted.
		2.3	Implement identified priority design improvements at existing sports and recreation facilities.	Year 2-3	Recreation and Waterways City Property City Projects Parks and City Greening City Design Community Development	Facility design improvements implemented.
		2.4	Review existing cleaning and maintenance schedules and reporting mechanisms to ensure sport and recreation facilities are regularly clean and well maintained.	Year 1	Recreation and Waterways City Property City Projects Parks and City Greening City Design Community Development	Review of schedules and reporting mechanisms undertaken. Annual customer satisfaction survey results

Principle 1: Community sports infrastructure and environments are genuinely welcoming, safe, and inclusive.

#	Outcomes	#	Actions to achieve progress	Timeframe	Responsibility	Indicator of Success
3	Women and girls feel welcome and included at community sports and recreation facilities.	3.1	Develop and promote a welcome statement and signage (for example, Pride and Aboriginal flags, posters, stickers) that demonstrates sport and recreation facilities as places where people of all cultures, ages, genders, sexualities, backgrounds, religions, beliefs, and abilities are welcomed, celebrated, and protected.	Year 1	Recreation and Waterways Community Development Aboriginal Melbourne City Property	Welcome statement and signage developed.
		3.2	Display welcome statements prominently on our website and in promotional material at all facilities.	Year 2	Recreation and Waterways Community Development Aboriginal Melbourne City Property	Welcome statements and signage are displayed at all suitable facilities.
		3.3	Provide advice and training to community sport and recreation users and facilitators on how to create an inclusive and welcoming environment that is culturally and psychologically safe.	Year 1-2	Recreation and Waterways City Property Aboriginal Melbourne Community Development	Two inclusion training workshops are held annually. Increased feelings of safety and inclusion are reported in the Social Indicators Survey. Appropriate memorabilia, displays and decorations are maintained. Code of conduct and inclusive language guides used.

Principle 2: Women and girls can fully participate in all aspects of community sport and active recreation, including as players, coaches, administrators, officials, volunteers and spectators.

#	Outcomes	#	Actions to achieve progress	Timeframe	Responsibility	Indicator of Success
4	Women and girls can participate in sports and recreation in different ways, including more social, fun, non-competitive/routine activities, modified, culturally appropriate and family friendly.	4.1	Work with the community to identify and pilot three new activities that allow women and girls to participate in sports and recreation. Participation should be in ways that are non-competitive, accessible, modified, socially and culturally appropriate, and family friendly. Introduce the successful activities as permanent programs to encourage ongoing participation.	Year 1	Recreation and Waterways Community Development	Engagement is undertaken with the community to identify activities. Three pilot activities are undertaken and evaluated. Number of permanent programs introduced.
		4.2	Work with sporting clubs, commercial operators and other providers (for example, Victoria Walks, Proud to Play, Queer Sports Alliance) to offer more sport and recreation activities that are non-competitive, accessible, modified, social, culturally appropriate and family friendly.	Year 1-3	Recreation and Waterways Community Development	An increase in alternative activities offered by sporting clubs, commercial operators and other providers.
		4.3	Work with national bodies and state sports associations to improve social and alternative sporting opportunities, pathways and different scheduling for women and girls.	Years 1-3	Recreation and Waterways Community Development	Meetings between national sporting bodies, state sporting associations and City of Melbourne.
5	Women and girls have easily accessible information on participating in community sports and recreation.	5.1	Consult with the community to better understand the ways women and girls who currently don't participate would like to receive information about sports and recreation opportunities	Year 1-3	Recreation and Waterways Community Development	Consultation activities are undertaken with community members and key agencies.
		5.2	Create and promote a dedicated Active Melbourne information source that provides information about sport and recreation opportunities, including options for searching by age group, gender, social sport or club competition, first-time participants, location and access provisions.	Year 1-2	Recreation and Waterways	Active Melbourne information source developed and promoted that is easily understood and searchable.

Principle 2: Women and girls can fully participate in all aspects of community sport and active recreation, including as players, coaches, administrators, officials, volunteers and spectators.

#	Outcomes	#	Actions to achieve progress	Timeframe	Responsibility	Indicator of Success
6	Women and girls know the opportunities and advantages of participating in community sports and recreation.	6.1	Create a marketing campaign aimed at women and girls that outlines the benefits of participating in sport and recreation and where to find information about local opportunities.	Year 2-3	Recreation and Waterways	Marketing campaign and collateral developed.
		6.2	Work with stakeholders and leverage key calendar events to increase and promote the participation of women and girls in sport and recreation activities within the municipality. Events could include This Girl Can, International Women's Day, International Day of the Girl, International Day of the Older Persons, IDAHOBIT, Transgender Awareness Week, International Day of Persons with Disabilities and Harmony Week.	Year 1-3	Recreation and Waterways Community Development	Promotional materials developed and distributed for key events.
		6.3	Work with community leaders, elders, and role models with different lived experiences to promote sports and recreation opportunities at various events and community meetings.	Year 1-3	Recreation and Waterways Community Development	Facilitate the attendance of suitable persons at community meetings and events.
7	Women and girls have easier introductions into sports and recreation activities that are non-threatening, build skills and confidence, and provide a range of pathways.	7.1	In partnership with user groups, host and promote a minimum of two annual events that invite women and girls to try a range of sport and recreation activities.	Year 1-3	Recreation and Waterways	At least two annual events are hosted and promoted.
		7.2	Encourage and support all community sports and recreation facilitators to implement introductory programs, including Come and Try and skill-building sessions.	Year 1-3	Recreation and Waterways	Number of Come and Try activities held at City of Melbourne facilities.
8	Women and girls experiencing financial barriers have suitable pricing to participate in sports and recreation.	8.1	Conduct a review of sport and recreation facility fees and community grant programs to ensure financial barriers are addressed and subsidies are offered to women and girls who experience hardship and disadvantage.	Year 1-2	Recreation and Waterways	The fees and charges and community grants programs are reviewed, and changes are implemented.

Principle 3: Women and girls will have equitable access to and use of community sports infrastructure:

- of the highest quality available and most convenient
- at the best and most popular competition and training times and locations
- to support existing and new participation opportunities and a variety of sports.

#	Outcomes	#	Actions to achieve progress	Timeframe	Responsibility	Indicator of Success
9	Women and girls can access sports, recreation facilities, and activities at convenient times and locations.	9.1	Develop and implement a Fair Access Sport and Recreation Allocation and Use Policy to facilitate equitable access to community sport and recreation facilities	Year 1-3	Recreation and Waterways	Fair Access Sport and Recreation Allocation and Use Policy (policy) developed and implemented.
		9.2	Increase the capacity and conditions of existing facilities to ensure that those of the highest quality and most convenient times and locations are available for women and girls. Examples include tightening scheduling, implementing additional sports lighting, upgrading ground conditions, drainage, and surfaces.	Year 1-2	Recreation and Waterways City Property Parks and City Greening City Projects Community Development	Develop a plan to increase capacity and conditions at existing facilities. Implementation of policy.
		9.3	Ensure that additional capacity at sports and recreation facilities is primarily reserved for programs and activities that encourage the participation of women and girls.	Year 3	Recreation and Waterways	Implementation of policy. Increased participation of women and girls as a percentage of total bookings.
		9.4	Work with neighbouring councils to advocate to state sporting associations and peak bodies about scheduling community sports and recreation to achieve equitable access for women and girls.	Year 2-3	Recreation and Waterways	Attendance at meetings with state sporting associations and peak bodies.
10	Women and girls have nearby facilities that enable them to participate in the sports and recreation activities they are interested in.	10.1	Work with neighbourhood partners to identify the types of sports and recreation activities that women and girls want to participate in their local area and complete a gap analysis with the existing facilities.	Year 1	Recreation and Waterways	Research and gap analysis completed.
		10.2	Prioritise the redevelopment of sports and recreation facilities that align with activities in demand by women and girls.	Year 1-3	Recreation and Waterways City Property Parks and City Greening City Design City Projects	Redevelopment of existing facilities. Development of new sports and recreation facilities.
		10.3	Explore options to provide additional infrastructure that supports unstructured activities (including free exercise equipment, running tracks, walking, skating and bicycle trails, ball courts, and climbing walls).	Year 2	Recreation and Waterways City Property Parks and City Greening City Design City Projects	Community engagement and research are undertaken to identify preferred activities and suitable locations for the future.

Principle 4: Women and girls will be equitably represented in leadership and governance roles.

#	Outcomes	#	Actions to achieve progress	Timeframe	Responsibility	Indicator of Success
11	Women and girls see people like them in leadership and facilitation roles.	11.1	Promote, identify and incentivise leadership and facilitation roles to women and girls to ensure all staff and volunteers represent the community.	Year 1	Recreation and Waterways Community Development	Number of women, girls and gender diverse people in leadership and facilitation roles at City of Melbourne sport and recreation facilities.
		11.2	In collaboration with state sporting associations, peak bodies and clubs provide training and education to encourage and upskill women and girls to fulfil administration, management and leadership roles in sport and recreation clubs and facilities.	Year 2	Recreation and Waterways	Two training sessions are facilitated at City of Melbourne's sports and recreation facilities. Number of women and girls in leadership and facilitation roles at City of Melbourne sport and recreation facilities.

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.

#	Outcomes	#	Actions to achieve progress	Timeframe	Responsibility	Indicator of Success
12	Women and girls view sport and recreation staff, facilitators and players as respectful and welcoming to all people.	12.1	Provide training and information to sport and recreation staff, facilitators and players to ensure people of all cultures, ages, genders, sexualities, backgrounds, religions, beliefs, and abilities are welcomed, celebrated, and protected when using City of Melbourne facilities.	Year 1-3	Recreation and Waterways Community Development	Provide training and education opportunities twice a year Increased feelings of safety and inclusion reported in the Social Indicators Survey
		12.2	Support and promote events and initiatives demonstrating diversity and inclusion in sport and recreation in the City of Melbourne.	Year 1-3	Recreation and Waterways	Attendance at events. Funding and partnerships are provided for suitable events and initiatives. Promotion of events and initiatives.
		12.3	Work with stakeholders, peak bodies and state sporting associations to ensure appropriate and consistent processes are in place to address bullying, discrimination and harassment in community sport and recreation.	Year 2	Recreation and Waterways Community Development	Suitable and consistent processes are in place to address bullying, discrimination and harassment. Information about reporting processes is provided and promoted to clubs and users.
		12.4	Review and update sport and recreation lease and license, supplier and user agreements to incorporate adherence to all of the Fair Access guiding principles.	Year 1	Recreation and Waterways City Property	The lease, licensed supplier, and user agreements include Fair Access guiding principles.

Principle 6: Prioritise access, use and support to all user groups who demonstrate an ongoing commitment to gender-equitable access and use of allocated community sports infrastructure.

#	Outcomes	#	Actions to achieve progress	Timeframe	Responsibility	Indicator of Success
13	Women and girls have equitable access to sports and recreation facilities to increase participation.	13.1	Provide information, training opportunities, advice and support to sport and recreation clubs and other activity providers to identify ways they can increase the participation of women and girls at their club.	Year 1	Recreation and Waterways Community Development	Information, advice and resources (for example, self-assessment tool).
		13.2	Ensure that participation data is provided by all community sport and recreation facility users, including a breakdown by women and girls to identify gaps in use.	Year 1-3	Recreation and Waterways City Property	All users are supplying the required participation data.
		13.3	Ensure sport and recreation activities and programs encouraging the participation of women and girls capture feedback and program satisfaction.	Year 1-3	Recreation and Waterways City Property	Feedback is collected on program satisfaction.
		13.4	Incorporate questions that measure participation levels and attitudinal changes among women and girls into the City of Melbourne Social Indicator survey to monitor progress.	Year 1	Recreation and Waterways	The required questions are included in the Social Indicators Survey.
		13.5	Develop and complete an annual Fair Access performance scorecard to monitor and report on progress.	Year 1-3	Recreation and Waterways	Fair Access performance scorecard developed and completed annually.

APPENDIX A – COMMUNITY SPORT AND RECREATION FACILITIES

The Fair Access Recreation and Sport Allocation and Use Policy applies to all current and future City of Melbourne community sports facilities, including but not limited to the following locations.

	Area	Facility Name	Location
1	Sporting fields and pavilions	Royal Park facilities: - Western Oval - Western Pavilion - Ransford Oval - McAlister Oval - Ryder Oval - Ryder Pavilion - Poplar Oval - Poplar Pavilion - Walker East Oval - Walker West Oval - Smith Oval - Brens Oval - Brens Pavilion - Flemington Road Oval - Flemington Road Oval Pavilion - Ross Straw North Oval - Ross Straw South Oval - Ross Straw Pavilion	Parkville
2	Sporting fields and pavilions	Princes Park facilities: - Crawford Oval - Southern Fields - Oval 1 - Northern Pavilion - Southern Pavilion	Carlton
3	Sporting fields and pavilions	JJ Holland Park: - Oval 1 - Oval 2 - Synthetic - Bill Vanina Pavilion	Kensington
4	Sporting fields and pavilions	Fawkner Park facilities - Corder Oval - Lawn 13 - Lawn 15 - Lawn 16 - Lawn 17 - Lawn 18 - Lawn 19 - Lawn 22 - Southern Sports Area - Northern Pavilion - Southern Pavilion	South Yarra

5	Sporting fields and pavilions	Newmarket Reserve facilities - Newmarket Lawn - Newmarket Reserve Pavilion	Kensington
6	Sporting fields and pavilions	Ron Barassi Snr Park facilities - Ron Barassi Snr Park Lawn - Ron Barassi Snr Pavilion	Docklands
7	Sporting fields and pavilions	Edmund Herring Oval - Edmund Herring Pavilion	Melbourne
8	Recreation centres	Melbourne City Baths	Melbourne
9	Recreation centres	Carlton Baths	Carlton
10	Recreation centres	Kensington Community Recreation Centre	Kensington
11	Recreation centres	North Melbourne Community Centre	North Melbourne
12	Recreation centres	North Melbourne Recreation Centre	North Melbourne
13	Recreation centres	Riverslide Skate park	Melbourne
14	Recreation centres	Flagstaff Gardens Multisport Courts	Melbourne
15	Recreation centres	Docklands Multisport Courts	Docklands
16	Recreation centres	Royal Park Golf Course	Parkville
17	Leased/licensed	Rowing facilities	Alexandra Gardens
18	Leased/licensed	Boating facilities	Docklands
19	Leased/licensed	Carlton Gardens Tennis Courts	Carlton
20	Leased/licensed	North Park Tennis Courts	Parkville
21	Leased/licensed	Kensington Banks Tennis Courts	Kensington
22	Leased/licensed	Princes Hill Tennis Courts	Carlton
23	Leased/licensed	Parkville Tennis Courts	Parkville
24	Leased/licensed	Fawkner Park Tennis Courts	South Yarra
25	Leased/licensed	Powlett Reserve Tennis Courts	East Melbourne
26	Leased/licensed	Royal Park Tennis Courts	Parkville
26	Leased/licensed	Flemington Kensington Bowling Greens	Kensington
27	Leased/licensed	Princes Park Carlton Bowling Greens	Carlton
28	Leased/licensed	Flagstaff Gardens Bowling Greens	Melbourne
29	Leased/licensed	North Melbourne Football Club	North Melbourne
30	Leased/licensed	Carlton Football Club	Carlton
32	Leased/licensed	State Fencing Centre	North Melbourne

APPENDIX B – GLOSSARY

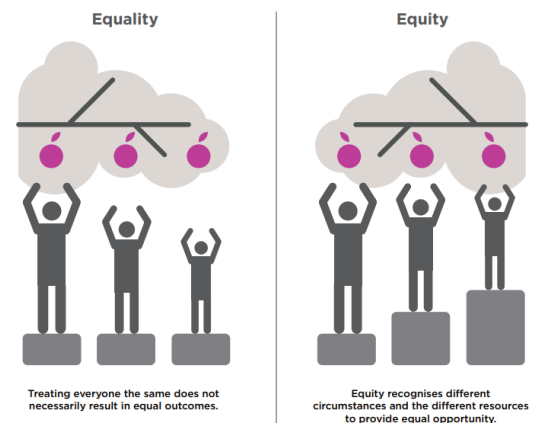
City of Melbourne: the local government body responsible for the municipality of Melbourne.

Community sport and recreation facilities: refer to City of Melbourne-owned or managed sport and recreation infrastructure operated and maintained primarily to facilitate community sport and recreation activities. These facilities include sporting grounds and pavilions, aquatic and recreation centres, and other sports and recreation locations.

Fair Access: refers to making community sports and recreation facilities more equitable and inclusive to increase the participation of women and girls. Opportunities to improve participation for other underrepresented groups will also be considered.

Gender equality: is where people of all genders have equal rights and opportunities. Equality does not mean that all people will become the same. Instead, their rights, responsibilities and opportunities will not depend on their gender.

Gender equity: is the provision of fairness and justice to achieve gender equality. It recognises that each person has different circumstances and allocates resources and opportunities to reach equal rights and opportunity outcomes. It means that some people might be given extra resources and opportunities to achieve outcomes equal to others.



City of Melbourne, Gender Equity Action Plan 2022-2025

Gender Impact Assessment: a requirement under the Gender Equality Act 2020 to be carried out on policies, programs and services that directly and significantly impact the public. The assessment must evaluate a policy, program or service's effects on people of different genders.

The community: includes Traditional Owners, people who work, live, study, visit, pay rates or own a business in the municipality.

Underrepresented groups: groups that have lower participation rates in community sport and recreation, including women and girls, Aboriginal peoples, people with disability, multicultural communities, LGBTIQ+ and gender diverse communities.



CITY OF MELBOURNE