

Principle	Objective	Action	Due date	Indicator of success	Action Officer	Officer update
1. Community sports infrastructure and environments are genuinely welcoming, safe and inclusive	Provide education to clubs on ways they can create a welcoming, inclusive, and safe club.	Arrange for an organisation such as Sports Central to conduct Fair Access training and provide education to all local sporting clubs within our municipality.	Medium term	Representatives from each sporting club in the municipality will have completed Fair Access training.		
	Ensuring safer and more inclusive infrastructure to improve the training and playing experience for women and girls (including change rooms, bathrooms and amenities, sports lighting, car parks, pathways etc.)	Ensure completion of a GIA for all new or upcoming renewals of any master plans, policies, strategies etc.	Short-Medium term	GIA's will be completed for all new policies, services, infrastructure. These will all be kept together to show a clear record of the planning that has gone into creating a more inclusive environment.		
2. 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	Subsidise fees for local sporting clubs whose administration (non-playing) staff is made up of at least 40% women.	Explore option of working towards gendered targets for club committees. Inform sporting clubs that those with approximately 40% women/girls in administration roles will receive subsidised fees	Medium term	Clubs are able to provide a list of all the positions within their organisations, and have listed the names of the individuals who occupy those roles. If this is greater than 40% women/girls, they will receive subsidised fees.		
	Breakdown gender stereotypes. Encourage both men and women to take on roles outside of those traditionally associated with their gender	Encourage clubs through making direct contact and information sessions - to promote/advertise roles using gender neutral language or state that vacant positions are open to all individuals.	Medium term	This will be evident in clubs and community groups advertisements and through the increased number of women participating in local community sport.		
3. Womens and girls will have equitable access to and use of community sport infrastructure	Aim to invest in programs, events, and community groups that attract equal access of diverse users (e.g events that promote gender equality)	Review and update Community Grants criteria for sporting clubs and community groups to incorporate fair access requirements.	Long term	Councils Community Support & Events Grants guidelines will be updated to include key selection criteria to meet fair access and gender equality principles.		
	Increase the use of Council owned facilities, by prioritising groups that are predominantly female based	Communicate to clubs and community groups that events, sporting activities and bookings that are women/girl dominate, which take place on Council owned facilities will have equitable access. Build strong relationships with female dominated community groups and clubs to ensure that they continue to feel comfortable using these spaces	Short term	See increased hire/use of Council owned facilities. Have formed strong relationships with female dominated community groups.		
	Promote training and mentorship for women and girls to learn about leadership	Send emails and promote opportunities to community groups on leadership training. Encourage groups to apply for grants for training funding. Continually share upskilling opportunities through networks as they arise	Short term	Women in leadership and governance roles will be increased amongst sporting clubs and community groups within our municipality.		

<p><b>4. Women and girls should be equitably represented in leadership and governance roles</b></p>	<p>Continually share upskilling opportunities through networks as they arise</p>	<p>Offer some kind of gender equity, bystander, GIA, or equality training each year for staff.</p>	<p>Medium term</p>	<p>Staff have the opportunity to undertake gender equality or related training annually.</p>		
<p><b>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.</b></p>	<p>Use non-specific gendered language on their social media channels, in advertisements, policies etc.</p>	<p>Encourage clubs and community groups to use non-specific gendered language in all their advertising and communication through role modelling this in Councils own communication</p>	<p>Long term</p>	<p>Non-specific gendered language will be visible on the clubs social media, in advertisements (in local papers), in their policies etc.</p>		
	<p>Review Seasonal User Agreements and incorporate Fair Access practices and principles where applicable</p>	<p>Review all Councils Seasonal User Agreements to ensure that the language and objectives align with the Fair Access practices and principles</p>	<p>Long term</p>	<p>Seasonal User Agreements will be reviewed, altered and in place/adopted by January 2025.</p>		
<p><b>6. Prioritise access, use and support to all user groups who demonstrate an on-going commitment to gender equitable access and use of allocated community sport infrastructure.</b></p>	<p>Pricing structures reviewed and priority given to support clubs with female specific programs. E.g Female football clubs</p>	<p>Council to review pricing structures for those that are placing a strong focus on supporting and encouraging women within our municipality</p>	<p>Long term</p>	<p>Review price structure on a case-by-case basis</p>		
	<p>Promote sporting and community groups that are making/embedding changes in the gender equity space.</p>	<p>Work with community groups and sporting clubs to promote the work they are doing.</p>	<p>Medium term</p>	<p>Produce joint media releases on the work clubs are doing in this space. Promote the clubs on our social media and in local newspapers.</p>		