



Frankston Fair Access to Sport Action Plan

A5136320

The Frankston Fair Access to Sport Action Plan (Action Plan) relates to Frankston Fair Access to Sport Policy (Policy) and the Local Government requirement to have a gender equitable access and use policy and action plan in place from 1 July 2024. Frankston City Council (Council) recognises that it must also demonstrate progress against the Action Plan to be eligible for Victorian Government funding programs relating to community sports infrastructure.

Council acknowledges the importance of ensuring that the benefits of sport and active recreation are accessible to all members of the community. However, some people do not experience equal access and opportunity and/or face greater barriers to participation in sport and active recreation. This is inclusive of, but not limited to, women and girls, older adults, Aboriginal and or Torres Strait Islander people, those living with a disability, people from different cultural backgrounds, the LGBTIQ+ community, those with a migrant and refugee background or low income earners. While we commit to considering the intersectional attributes of women and girls in our Policy and Action Plan, for the purpose this document, the term "women and girls" will encompass individuals from all intersecting groups.

Fair Access Principles

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

Principle 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.

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

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

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

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 sport infrastructure.

Frankston City Council has considered these principles when determining the actions to achieve progress and have split these actions into four key priority areas:

- Active Places: Sporting Infrastructure and Environment
- Active Options: Usage and Allocations
- Active and Healthy People: Active Participation
- Active Governance

Additionally, the two tables below separate actions into Council Actions (blue table) and Sporting Club/ Service Provider Actions (yellow table). Each table has listed the:

- Action to achieve progress towards the Policy,
- stakeholder who is responsible for leading or supporting the action,
- relevant Fair Access Principle that the action relates too,
- measureable outcomes and or indicator of success, and
- timeframe in which the action is intended to be implemented

Previous Council work towards gender inclusion in sport

- Hosted workshops to determine barriers and enablers of women and girls participating across all levels of sport within Frankston.
- Gender Inclusive Sporting Club promotional video to showcase and highlight local clubs.
- Supported clubs involvement in the 16 Days of Activism Campaign.
- Created Gender Inclusive Sporting Club Toolkit.
- Confident Communication Masterclass for Women Leaders in Sport.
- Celebrating Change: The Rise of Women in Sport AFLW pre game function.

Council Actions

Actions to achieve progress	Responsibility	Fair Access Principle Addressed	Measureable Outcomes	Financial Year			
				2024-2025	2025-2026	2026-2027	2027-2028
Priority Area - Active Places: Sporting Infrastructure and Environment							
Ensuring safer and more inclusive infrastructure to improve the training and playing experience for women and girls (examples include fit for purpose change rooms, bathrooms and amenities, sports lighting, car parks, pathways, sensory rooms, prayer rooms etc.)	LEAD: <ul style="list-style-type: none">- Recreation SUPPORT: <ul style="list-style-type: none">- Facilities- Building Infrastructure- Open Space (capital works delivery)- Civil Infrastructure	1,3	<ul style="list-style-type: none">- Number of facility upgrades- Funding towards female friendly and inclusive sporting facilities	Ongoing			
Ensure completion of a Gender Impact Assessments for all new or upcoming renewals of any master plans, policies, strategies etc.	LEAD: <ul style="list-style-type: none">- Recreation SUPPORT: <ul style="list-style-type: none">- Facilities- Building Infrastructure- Gender Equality Advisor	1,2,3,4	<ul style="list-style-type: none">- Number of GIA's completed- Submission of progress reports as per the <i>Gender Equality Act 2020</i> obligations	Ongoing			
Advocate for external funding and grants to support with the implementation of infrastructure projects	LEAD: <ul style="list-style-type: none">- Recreation SUPPORT:	1	<ul style="list-style-type: none">- Number of grant application- Number of successful grant application- Total funding towards upgraded infrastructure	Ongoing			

Actions to achieve progress	Responsibility	Fair Access Principle Addressed	Measureable Outcomes	Financial Year			
				2024-2025	2025-2026	2026-2027	2027-2028
	- Advocacy and Strategic Partnerships						
Priority Area - Active Options: Usage and Allocations							
Review and update Annual Community Grants guidelines and eligibility criteria for sporting clubs to incorporate fair access requirements.	LEAD: - Recreation SUPPORT: - Community Programs	3,6	- Number of clubs successful in grant applications to support participation for diverse users - Increase in girl and women participation at given clubs	x			
Explore the development club incentives, including a review and restructure of the current membership and seasonal tenancies fees and charges, for those with increasing programming opportunities for women and girls and diverse groups.	LEAD: - Recreation SUPPORT: - Property - Finance	5,6	- Commence review and restructure of current fees and charges including benchmarking against other local government areas, in Year 2. This does not include charges for premises under a Lease or Licence agreement. - Explore variety of incentives and criteria for clubs in Year 3. - Update Service Level Agreements (when applicable) and seasonal tenancies to incorporate relevant criteria and incentives, in Year 3-4.		x	x	x

Actions to achieve progress	Responsibility	Fair Access Principle Addressed	Measureable Outcomes	Financial Year			
				2024-2025	2025-2026	2026-2027	2027-2028
Review and update Seasonal Tenancies and Service Level Agreements to incorporate Fair Access practices and principles where applicable.	LEAD: - Recreation SUPPORT: - Property	5	- Collaborate with internal stakeholders and relevant departments create new and review existing Service Level Agreements as applicable.	As applicable			
Review and update Seasonal Tenancy Manual and incorporate Fair Access practices and principles where applicable	LEAD: - Recreation	5	- Seasonal Tenancy manual has been reviewed and updated August 2024 to incorporate Fair Access practices and principles. - Application form has been updated	x	x		
Update Sports Development Plan and incorporate Fair Access practices and principles where applicable	LEAD: - Recreation	5	- Review of plan in Year 2 - Gender Impact Assessment of Plan is completed - Implemented in Year 3		x	x	
Priority Area - Active and Healthy People: Active Participation							
Advocate for funding opportunities to provide training and mentorship to upskill women and girls and diverse users	LEAD: - Recreation	2,4	- Number of workshops held/ programs funded - Number of women participating in workshops/ programs - Overall satisfaction of workshop - Increase in women in leadership roles over time - Increase in women and girls and other diverse users in various club roles.	ongoing			

Actions to achieve progress	Responsibility	Fair Access Principle Addressed	Measureable Outcomes	Financial Year			
				2024-2025	2025-2026	2026-2027	2027-2028
Support clubs with funding, grant opportunities and partnerships to host sporting activations	LEAD: - Recreation - Clubs SUPPORT: - State Sporting Associations	2,3	- Number of come and try days promoted - Number of come and try days hosted - Number of registrations to clubs as a result of come and try days. - Number of clubs linked to partner organisations to support come and try days.	ongoing			
Host and promote education or information sessions with clubs on the inclusion of diverse groups	LEAD: - Recreation SUPPORT: - Community Development Project Manager - Diversity and Inclusion Project Manager - Social Inclusion Project Officer	5	- Forum that focuses on inclusion, at least once per year - Greater uptake of clubs working towards a more inclusive sporting club and culture	ongoing			
Continue to promote fair access by raising the profile of clubs that are leading the way in inclusion of diverse groups and showcasing prominent local role models (athletes, volunteers, coaches, administrators, officials etc.)	LEAD: - Recreation SUPPORT: - Community Relations	2,4,5,6	- Increase number and promotion of club case studies via sporting club newsletters and recreation website. - Increase positive media coverage of women and girls within the sporting industry via various Council channels	Ongoing			

Actions to achieve progress	Responsibility	Fair Access Principle Addressed	Measureable Outcomes	Financial Year			
				2024-2025	2025-2026	2026-2027	2027-2028
Collaborate with clubs and association to promote continuous improvement of club culture and governance.	LEAD: <ul style="list-style-type: none">- Recreation	1	<ul style="list-style-type: none">- Number of meetings with State Sporting Associations and or leagues throughout the year.- Support clubs and association with implementation of relevant association policies	Ongoing			
Priority Area - Active Governance							
Explore opportunities to improve gender diversity within club committees	LEAD: <ul style="list-style-type: none">- Recreation	2,4	<ul style="list-style-type: none">- Educate and inform clubs of the benefits of diversity within club committee- Improved diversity within club committee			x	x
Promote and incentivise clubs to complete Gender Inclusive Sporting Club: Self-Assessment Tool	LEAD: <ul style="list-style-type: none">- Recreation SUPPORT: <ul style="list-style-type: none">- Peninsula Health	1,2,3,4,5,6	<ul style="list-style-type: none">- Number of clubs supported to work through and complete self-assessment- Number of action plans completed	ongoing			
Advocate for funding and grant opportunities to: <ul style="list-style-type: none">- invest in programs that attract equal access of diverse users- promote upskilling of committee members and or players with gender equity and bystander training	LEAD: <ul style="list-style-type: none">- Recreation SUPPORT: <ul style="list-style-type: none">- Community Development Projects- Youth Services- Peninsula Health	2,3,4,5	<ul style="list-style-type: none">- Number of successful grant application over the number applied for- Additional outcomes as per grant criteria and application	ongoing			

Actions to achieve progress	Responsibility	Fair Access Principle Addressed	Measureable Outcomes	Financial Year			
				2024-2025	2025-2026	2026-2027	2027-2028
Review and update Sport Liaison Committee Terms of Reference and members.	LEAD: - Recreation	2,4,5	- More informed decision making that has a gendered lens - Increase in women and girls participation - More inclusive club environments	ongoing			
Explore the development of a star rating system for clubs to display (club rooms, website, banners) as a recognition tool of working towards inclusion of diverse groups, giving families a point of difference when deciding on a new club	LEAD: - Recreation	5	- Rating system explored and/ or developed				x
Promote inclusive language and image guide for clubs	LEAD: - Diversity and Inclusion Group - Recreation	5	- Inclusive language guide developed and shared with club	x			

Sporting Club/ Service Provider Actions

Actions to achieve progress	Responsibility	Fair Access Principle Addressed	Indicator of Success / Measureable Outcomes	Financial Year			
				2024-2025	2025-2026	2026-2027	2027-2028
Priority Area - Active Places: Sporting Infrastructure and Environment							
Images displayed and language used in club rooms and on social media is inclusive, positive and appropriate.	- Clubs	1	Indicators of Success: - Imagery displayed or posted represents the diverse users of club - No inappropriate / offensive imagery is displayed.	X			
	- Recreation		Measureable Outcomes: - Council to create and provide clubs with an inclusive language and image guide. - Council to sample with clubs when onsite				
Priority Area - Active Options: Usage and Allocations							
Clubs to consult with players, coaches and parents to understand the needs of all users and have evidence of equitable access to preferred training times and playing and change facilities	- Clubs	1,2,3	Indicators of Success: - All users have been consulted - Clubs have schedules of training and facility allocation for each user group - All teams have equitable use of facilities	ongoing			

Actions to achieve progress	Responsibility	Fair Access Principle Addressed	Indicator of Success / Measureable Outcomes	Financial Year			
				2024-2025	2025-2026	2026-2027	2027-2028
			<ul style="list-style-type: none"> End of season survey implemented to understand user experience and areas for improvement 				
When applying for grants consult with players, coaches and parents of the club within given facility to identify aspects that are lacking and impacting access.	<ul style="list-style-type: none"> Clubs Community Grants 	2,6	Indicators of Success: <ul style="list-style-type: none"> Club committee take on member feedback End of season survey implemented to understand user experience and areas for improvement 				
	<ul style="list-style-type: none"> Recreation 		Measureable Outcome: <ul style="list-style-type: none"> Club to provide letters of support when applying for grants 				
Leagues or associations to implement equitable allocations of facilities when scheduling games and match day officials.	<ul style="list-style-type: none"> Leagues State Sporting Associations 		Indicators of Success <ul style="list-style-type: none"> Game scheduling times and locations that are suitable and fair for all. Measureable Outcome: <ul style="list-style-type: none"> Equal participation of women and girl participants within club, OR An increase/ improvement of women, girls, gender diverse and culturally and linguistically diverse users over time. 	X			

Actions to achieve progress	Responsibility	Fair Access Principle Addressed	Indicator of Success / Measureable Outcomes	Financial Year			
				2024-2025	2025-2026	2026-2027	2027-2028
Priority Area - Active and Healthy People: Active Participation							
Explore a flexible uniform policy and strategies that listen to what women and girl's, gender and culturally diverse people prefer, to help break down barriers to participation.	<ul style="list-style-type: none">- Clubs- Association / leagues	2,5	Measureable Outcome: <ul style="list-style-type: none">- Club has or abides by associations flexible uniform policy.- Equal participation of women and girl participants within club, OR An increase/ improvement of women, girls, gender diverse and culturally and linguistically diverse users over time.	X			
Ensure all club events are inclusive, accessible and welcoming to women and girls and all diverse users.	<ul style="list-style-type: none">- Club/leagues	1,2,5	Measureable Outcome: <ul style="list-style-type: none">- Greater attendance at club functions and events	Ongoing			
Ensure prizes, awards, promotion and opportunities are equitable for all players, regardless of gender.	<ul style="list-style-type: none">- Club	2,4,5	Indicators of Success: <ul style="list-style-type: none">- Creating club awards that are reflective of and achievable for all players- Prizes for all players and teams are equitable regardless of gender or ability.- Training, staffing, or leadership opportunities are promoted and offered to all members regardless of gender.	ongoing			

Actions to achieve progress	Responsibility	Fair Access Principle Addressed	Indicator of Success / Measureable Outcomes	Financial Year			
				2024-2025	2025-2026	2026-2027	2027-2028
Host or promote training and mentorship for club members who want to learn, coach, officiate or join a committee	<ul style="list-style-type: none"> - Club - Association/ league 	2,4	<p>Indicators of success:</p> <ul style="list-style-type: none"> - club provides equal amounts of training, development and mentoring for both women and men volunteers and/or paid employees <p>Measurable outcomes:</p> <ul style="list-style-type: none"> - Increase in women and girls and other diverse users in various club roles. 	ongoing			
Consider modified or participation based programs, or low commitment options that may improve access and attract new people to the club	<ul style="list-style-type: none"> - State Sporting Associations - Clubs 	1,2,3	<p>Measurable Outcomes:</p> <ul style="list-style-type: none"> - Number of clubs offering modified or participation based programs, or low commitment options - Number of participation from diverse user groups 	X			
Connect and build relationships with local schools and community groups to strengthen relationships and help promote participation	<ul style="list-style-type: none"> - Clubs - Schools - Reclink - Community settings 	2	<p>Measure Outcomes:</p> <ul style="list-style-type: none"> - Number of clubs who have connections with schools/ other community groups 	X			
Priority Area - Active Governance							
Clubs to complete the Gender Inclusive Sporting Club: Self-	<ul style="list-style-type: none"> - Clubs 	1,2,3,4,5	<ul style="list-style-type: none"> - August 2024 question included within tenancy application whether 	X	X		

Actions to achieve progress	Responsibility	Fair Access Principle Addressed	Indicator of Success / Measureable Outcomes	Financial Year			
				2024-2025	2025-2026	2026-2027	2027-2028
Assessment Tool to identify areas of improvement	- Support from Recreation and Peninsula Health – Health Promotion		<p>they have completed or have an action plan.</p> <ul style="list-style-type: none"> - Year 2 onwards clubs to submit evidence of completion as part of their application 				
Aim for equitable representation in paid and appointed positions (e.g. executive, committee and coaching/ officiating roles).	<ul style="list-style-type: none"> - Clubs - Association/ league 	2,4	<p>Measurable Outcomes:</p> <ul style="list-style-type: none"> - Staff and committee gender break downs are provided to Council via tenancies 	X			
Clubs to update and amend relevant policies and procedures to ensure gender equity is addressed and is supportive of all diverse women and girls.	<ul style="list-style-type: none"> - Clubs - Association/ league 	1,5	<p>Indicators of success:</p> <ul style="list-style-type: none"> - Established or adopted league or associations anti-discrimination and harassment policies emphasising a zero tolerance approach to inappropriate behaviour - Safe and confidential reporting mechanisms for any instances of discrimination, harassment or inappropriate behaviour - Reviewed and amended player and coach code of conducts, including the Fair Play Code and other relevant rules <p>Measureable Outcomes:</p>	ongoing			

Actions to achieve progress	Responsibility	Fair Access Principle Addressed	Indicator of Success / Measureable Outcomes	Financial Year			
				2024-2025	2025-2026	2026-2027	2027-2028
			<ul style="list-style-type: none"> - Equal participation of women and girl participants within club, OR - An increase/ improvement of women, girls, gender diverse and culturally and linguistically diverse users over time. 				
Have a strong social media presence showcasing the clubs effort towards fairer access.	- Clubs	1,5	Indicators of success: <ul style="list-style-type: none"> - Increase media coverage of women and girls and diverse users 				ongoing