

FILE NO: PSC2020-00071

TITLE: COMMUNITY SPORT EQUITABLE ACCESS AND USAGE
POLICY

OWNER: ASSET SECTION MANAGER

1. PURPOSE:

- 1.1 To provide a management framework to address barriers experienced by women and girls in accessing and using community sport infrastructure. The purpose is to ensure all voices, concerns and experiences are an integral dimension of the design, implementation and monitoring of policies and programs.
- 1.2 This policy aims to ensure Port Stephens Council (Council) complies with all current legislation, related policies and seeks to strengthen community sports participation, wellbeing and connectivity.
- 1.3 This policy aims to progressively build capacity and capability at Council in identification and elimination of systemic causes of gender inequality in community sport infrastructure design, policy, program development and delivery, communication and delivery of sport and related services in all community sport infrastructure.
- 1.4 Community engagement and consultation starts in the design phase of any new, upgraded or repurposed community sport infrastructure. It is also critical in development of policy and design of programs and/or services offered at the venue.
- 1.5 Council acknowledges that it is important to consider and prioritise all current and future planning, policy, service delivery and practice as they relate to community sports infrastructure. Council aims to:
 - a) Ensure women and girls have equitable access to sport and recreation facilities.
 - b) Foster positive sport and recreation participation experiences for women and girls.
 - c) Increase utilisation of sport and recreation facilities by women and girls.

2. BACKGROUND

- 2.1 Sport and active recreation are an important part of our communities. Sport provides the opportunity for enriching our communities through the promotion of respect and fair mindedness for all people, while also supporting the physical and mental wellbeing of all in our community. Sport reaches across age,

gender, cultural background and demographic groups, strengthens social networks and builds a sense of belonging for participants.

- 2.2 Council seeks to increase sport and active recreation opportunities and participation rates for everyone. However, Council understands women and girls across NSW do not currently have equal access to community sport and recreation and unfortunately, it is still common for facilities to be poorly designed to meet the expectation of women and girls. Men and boys are often given the best and most popular training times as well as being allocated to the best and newest facilities.
- 2.3 Council seeks to ensure sport and active recreation facilities are welcoming, equitably accessible, safe and inclusive for all, and any barriers are removed to ensure women and girls feel included and sport participation for women and girls increases.
- 2.4 Council will engage fairly with the sport workforce, user groups and the community.
- 2.5 Council is well positioned to design and implement place-based, actions plan/s that progress gender equity in community sport.

3. SCOPE

- 3.1 The scope of this policy is to support Council to take positive action towards achieving gender equity in the access and usage of community sports infrastructure. This policy applies to all Council owned and managed community sporting facilities.
- 3.2 This policy applies to:
 - a) Any policies, programs, communications, and services as they relate to community sports infrastructure.
 - b) The design, construction of new and improved and ongoing maintenance of community sport infrastructure.
 - c) All community sports infrastructure managed by Council.
- 3.3 This policy reflects Council's commitment to the following 6 guiding principles:
 - a) Community sports infrastructure and environments are genuinely accessible, welcoming, safe and inclusive.
 - b) 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.
 - c) Women and girls will have equitable access to and use of community sport infrastructure:
 - i. of the highest quality available and most convenient

- ii. at the best and most popular competition and training times and locations
 - iii. to support existing and new participation opportunities and a variety of sports.
- d) Women and girls should be equitably represented in the sport sector workforce including in leadership and governance roles.
- e) Encourage and support all user groups who access and use community sport infrastructure to understand, adopt and implement gender equitable access and use practices.
- f) 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.

4. DEFINITIONS

4.1 An outline of the key definitions of terms included in this policy.

Active recreation	Physical activity for the purposes of relaxation, health and wellbeing or enjoyment, which can be self-directed or facilitated by a provider or organisation.
Community Sports Infrastructure	Sport and recreation infrastructure operated and maintained primarily for facilitating community sport activities, including sporting grounds, surfaces, facilities, and associated amenities.
Gender	How you understand who you are and how you interact with other people. Many people understand their gender as being a man or woman. Some people understand their gender as a mix of these or neither. A person's gender and their expression of their gender can be shown in different ways, such as through behaviour or physical appearance.
Gender Equality	Focuses on the equal rights, responsibilities and opportunities of women, men, trans and gender diverse people. Equality does not mean that everyone will become the same, but that their rights, responsibilities and opportunities will not depend on their gender. This ensures that everyone has equal opportunities despite existing inequalities.
Gender Equity	Provision of fairness and justice in the distribution of benefits and responsibilities on the basis of gender. The concept recognises that people may have different needs and power related to their gender and that these differences should be identified and addressed in a manner that rectifies gender related imbalances.

Inclusive	Providing access, inclusive spaces, sport infrastructure and activities strive to remove obstacles and barriers that prevent people of all genders, ages, abilities (both physical and mental) and cultural backgrounds from being able to participate.
Sport	Physical activity that can be undertaken by a team or an individual in a social or competitive environment in pursuit of a result. It can be organised or less formal with a greater focus on social outcomes.
Workforce	People engaged in or available for paid or unpaid work (volunteering) within the sport ecosystem.

5. STATEMENT

5.1 This statement establishes the expectation that gender equality is considered and prioritised in all current and future planning, policy, service delivery and practice as they relate to community sports infrastructure. Council recognises that gender equality is:

- a) The attainment of equal rights, responsibilities, and opportunities of women, men, trans and gender diverse people. Equality does not mean that women, men, trans and gender diverse people will become the same but that their rights, responsibilities, and opportunities will not depend on their gender.
- b) The provision of fairness and justice in the distribution of benefits and responsibilities based on gender. The concept recognises that people may have different needs and power related to their gender and these differences should be identified and addressed in a manner that rectifies gender related imbalances.

5.3 Council acknowledges:

- a) The disadvantaged position some individuals have had in the sport and recreation sector because of their gender.
- b) That achieving gender equality will require diverse approaches for women and girls to achieve similar outcomes for people of all genders.
- c) That achieving equality will require diverse approaches for men, people with disability, First Nations peoples, LGBTQIA+ people and people from culturally and linguistically diverse communities to achieve similar outcomes for all people.

5.4 Council will:

- a) Engage fairly and equitably with the sport workforce, participants, other user groups and members of the broader sport and recreation community, regardless of their gender, in a positive, respectful and constructive manner.
- b) Engage with the broader sport community to assess the implications for men, people with disability, First Nations peoples, LGBTQIA+ people and people

from culturally and linguistically diverse of any planned action, including policies and communications.

- c) Commit to removing barriers and improving gender equitable access and use of community sports facilities in alignment with this policy's guiding principles.

6. RESPONSIBILITIES

- 6.1 The Asset Section Manager is responsible for implementing, complying with, monitoring, evaluating, reviewing and providing advice on this policy.

7. RELATED DOCUMENTS

- 7.1 NSW Office of Sport - Level the Playing Field Program 2023/2024 Guidelines.
- 7.2 Community Sport Equitable Access and Usage Action Plan.

CONTROLLED DOCUMENT INFORMATION:

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EDRMS container No.	PSC2020-00071	EDRMS record No.	TBC
Audience	Community, Assets Section, Staff and General Manager		
Process owner	Assets Section Manager		
Author	Community Assets Planner		
Review timeframe	3 years	Next review date	TBC
Adoption date	TBC		

VERSION HISTORY:

Version	Date	Author	Details	Minute No.
1	TBC	Community Assets Planner	New policy.	TBC