



City of  
**KINGSTON**



CITY OF KINGSTON

# Fair Access Policy

# Fair Access Policy for Kingston City Council

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<b>RESPONSIBLE EXECUTIVE</b>	General Manager Infrastructure and Open Space
<b>POLICY OWNER</b>	Manager Active Kingston

## 1. Purpose

The Fair Access Policy (the Policy) seeks to address known barriers experienced by women, girls, and gender diverse people in accessing and using community sports infrastructure. The Policy aims to progressively build the capacity and capabilities of Kingston City Council (KCC) in the identification, and elimination of systemic causes of gender inequality in policy, programs, communications, and delivery of services in relation to community sports infrastructure. Kingston City Council will undertake the necessary and proportionate steps towards implementation of the Fair Access Policy.

## 2. Scope

This policy applies to all employees of Kingston City Council, all sporting associations and community sporting clubs who operate within the City of Kingston at the community sports facilities and reserves noted in Appendix 1.

## 3. Policy Intent

The Victorian Government is committed to developing an environment for all Victorians to live in a safe and equal society, have access to equal power, resources, and opportunities, and are treated with dignity, respect, and fairness. A reform agenda has been developed to change the systems that have perpetuated gender inequality by designing an enduring structure that requires implementation and tracking of progress over time.

This reform agenda includes addressing the traditional structures and way community sport and recreation organisations operate through the implementation of all nine (9) recommendations from the *2015 Inquiry into Women and Girls in Sport and Active Recreation*. This includes recommendation six (6):

*“...encourage facility owners and managers to review access and usage policies to ensure women and girls have a fair share of access to the highest quality facilities at the best and most popular times”*

and

*“Facilitating a universal adoption of [policies, strategies and audit tools] will drive change further”.*

**Kingston's Reform Agenda** - To support Kingston City Council to take positive action towards achieving gender equity in the access and use of community sports infrastructure. The objectives of this include:

- To build **capacity and capabilities** of Kingston City Council in the identification and elimination of systemic causes of gender inequality in policy, programs, communications, and delivery of services in relation to community sport and recreation.
- To ensure an effective place-based response for the gender **equitable use and access** of community sports infrastructure.
- To **promote gender equality** in policies, programs, communications, and services as they relate to community sports infrastructure.

#### 4. Governance Principles and Council Plan alignment

##### 4.1 Governance Principles

Principle (b) - priority is to be given to achieving the best outcomes for the municipal community, including future generations.

Principle (d) - the municipal community is to be engaged in strategic planning and strategic decision making.

Principle (f) - collaboration with other Councils and Governments and statutory bodies is to be sought.

Principle (h) - regional, state, and national plans and policies are to be taken into account in strategic planning and decision making.

Principle (i) - the transparency of Council decisions, actions and information is to be ensured.

This policy aligns with Kingston's Council Plan, Municipal Public Health and Wellbeing Plan, Gender Equality Action Plan, All Abilities Action Plan, Sport and Recreation Strategy and the Sporting Pavilion Policy and Design Guidelines. The Policy also enables effective and efficient integration of the requirements of the *Gender Equality Act 2020*, the *Local Government Act 2020* and the *Public Health and Wellbeing Act 2008*.

##### 4.2 Council Plan Alignment

This policy is in line with the Council Plan and will place the council in a good position to achieve the strategic directions of the healthy lifestyle and inclusion aspect set out in it.

##### **Council Plan 2021-2025**

##### ***Strategic objective:***

4.1 We are progressive, inclusive and prioritise the wellbeing of all members of the community.

SI (Strategic Indicator) 33 - Percentage of female sporting teams registered at Kingston Sporting Clubs

SI (Strategic Indicator) 34 - Percentage of Kingston sporting facilities that are female friendly.



## 5. Policy Framework

Sport is a highly visible and valued feature of Kingston City Council's culture and identity. Sport and Recreation provides opportunities to enrich our communities and improve physical and mental health and wellbeing in a respectful and inclusive way through participation. Kingston City Council is well positioned to design and implement place-based, integrated action plans that progress gender equality in community sport.

As a defined entity of the *Gender Equality Act 2020*, Kingston City Council is required to conduct Gender Impact Assessments (GIA) on all new policies, programs, communications, and services, including those up for review, which directly and significantly impact the public. The access and use of community sports infrastructure is an example of a policy that has a direct and significant impact on the public.

The Policy is designed to comply with the *Gender Equality Act 2020*, and the wider Victorian Government gender equality strategy.

Kingston City Council acknowledges:

- a. the disadvantaged position some individuals have had in the sport and recreation sector because of their gender; and
- b. that achieving gender equality will require diverse approaches for women, men, trans and gender diverse people to achieve similar outcomes for people of all genders.

Kingston City Council will:

- a. engage fairly and equitably with all staff, governance working groups, state sporting organisations, regional sport assemblies (where applicable) and members of our sport and recreation community, regardless of their gender, in a positive, respectful, and constructive manner; and
- b. develop a partnership approach with state sporting organisations, local sports associations and leagues, and local sport and active recreation clubs to improve gender equality in sport and active recreation, ensuring all adopt and develop fair access practises that align together; and
- c. engage in the process of a GIA to assess the implications for women, men, trans and gender diverse people of any planned action, including policies and communications. This is a strategy for making all voices, concerns and experiences, an integral dimension of the design, implementation and monitoring of policies and programs.

## 6. Fair Access Principles

The Fair Access Principles have been developed by the Office for Women in Sport and Recreation, Sport and Recreation Victoria and VicHealth, in consultation with representatives from local government and the state sport and recreation sector. This Policy and any resultant action plan are based on six (6) principles of inclusivity, full participation, equal representation, encouraging and supporting user groups, and prioritising user groups committed to equality.

Kingston City Council considers that these principles provide clear direction, while also enabling adaption to the specific environment of Active Kingston's area.

**1**

**Community sports infrastructure and environments are genuinely welcoming, safe, and inclusive**

**4**

**Women and girls should be equitably represented in leadership and governance roles**

**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**

**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**

**3**

**Women and girls will have equitable access to and use of community sport infrastructure:**

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

**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**

## 7. Compliance and Monitoring

### a. Responsibility Actions

Kingston City Council acknowledges that the requirement to have a gender equitable access and use policy and action plan (or equivalent) in place, and the ability to demonstrate progress against that policy and action plan (or equivalent), will form part of the eligibility criteria for Victorian Government funding programs relating to community sports infrastructure from 1 July 2024.

Kingston City Council commits to undertake a GIA on all current community sports infrastructure access and use policies and processes, and to consider opportunities to strengthen gender equitable access and use of community sports facilities in alignment with the Fair Access Principles. Including providing support to sport, recreation and foreshore clubs in terms of volunteer training and education, as well as promotion of programs and services available to women and girls.

Kingston City Council has identified specific actions to progress gender equitable access and use of community sports infrastructure in its Fair Access Action Plan (Appendix 2). Several council departments will be involved in leading these actions, forming a collaborative approach to eliminating the barriers to the participation of Women and Girls. This Action Plan provides a way of ensuring and measuring continuous improvement in fair access to our sporting infrastructure and facilities.

### b. Responsibility

Councillors, Management personnel, council officers, volunteers, and stakeholders (for example State Sporting Associations and Regional Sporting Associations) in the City of Kingston have a shared responsibility to support the policy, as outlined in the table below.

Role	Responsibility
<b>Councillors, CEO and Executives, Manager Active Kingston</b>	<ul style="list-style-type: none"> <li>• To promote a gender-aware and gender-responsive culture and community and championing the Fair Access Policy.</li> <li>• To promote, encourage and facilitate the achievement of gender equality and improvement in the status of women and girls in sport and active recreation.</li> </ul>
<b>Team Leaders – Active Kingston</b>	<ul style="list-style-type: none"> <li>• Lead the review of sport and recreation policies and process.</li> <li>• Develop and adopt gender equitable access and use policies.</li> <li>• To communicate policy updates to all Active Kingston officers</li> <li>• To monitor compliance and issues.</li> <li>• To promote, encourage and facilitate the achievement of gender equality and improvement in the status of women and girls.</li> <li>• Support the undertaking of Gender Impact Assessments and submission of progress reports as per the <i>Gender Equality Act 2020</i> obligations.</li> </ul>
<b>Inclusive Communities – Health and Social Policy Team</b>	<ul style="list-style-type: none"> <li>• Support the review of sport and recreation policies and processes.</li> <li>• Support the formal adoption process of new or revised gender equitable policies.</li> <li>• Support Gender Impact Assessments and the submission of progress reports as per the <i>Gender Equality Act 2020</i> obligations.</li> </ul>

<p><b>Active Kingston Officers</b></p>	<ul style="list-style-type: none"> <li>• To communicate and educate sport and recreation user groups</li> <li>• In Partnership with Council’s Health and Social Policy team within Inclusive Communities facilitate specific training and promote self-assessment tool kits for individual clubs to support them in meeting fair access requirements.</li> <li>• Coordinate and devise a reporting mechanism to monitor and measure fair access processes and initiatives, including their success and learnings.</li> <li>• To support clubs with training and awareness programs and encourage attendance.</li> </ul>
<p><b>Local Government – all staff</b></p>	<ul style="list-style-type: none"> <li>• To adhere to and communicate the policy when required.</li> <li>• To attend training / awareness programs.</li> </ul>

## 8. Key Stakeholders

The following key stakeholders were essential in developing this Policy.

- Active Kingston
- Inclusive Communities (Health and Social Policy)
- Governance
- Sports clubs within the City of Kingston
- Office for Women in Sport and Recreation
- Sport and Recreation Victoria

## 9. Internal and External Assessments

### 9.1 Risk Assessment

This policy has been designed in consideration of Council’s People and Culture - Rainbow Tick risk register including relevant controls and associated residual risk level targets.

### 9.2 Delegation and Authorisation (Compliance Framework)

There are no delegated positions with responsibilities for this Policy.

### 9.3 Gender Impact Assessment

A Gender Impact Assessment was completed on this policy and identified that there is a moderate-high impact for Women and Girls. The issues identified in the GIA are addressed by the actions created in the Fair Access Policy action plan.

### 9.4 Privacy Impact Assessment

A Privacy Impact Assessment is not required for this Policy.

### 9.5 Human Rights Charter

This policy has been reviewed against and complies with the Charter of Human Rights and Responsibilities Act 2006.

The Gender Equality Act 2020 forms part of The Charter of Human Rights and Responsibilities Act 2006 which promotes, encourages and facilitates the achievement of gender equality and

improvement in the status of women in public life. This policy will complement the Gender Equality Act 2020 and increase the access and participation of women in community sports.

## 10. Related documents

### 10.1 Legislation

- Local Government Act 2020
- Gender and Equality Act 2020
- Public Health and Wellbeing Act 2008

### 10.2 Documents and resources

#### Internal Documents

- Council Plan 2021-2025
- Public Health and Wellbeing plan
- Sport and Recreation Strategy
- All Abilities Plan
- Sporting Ground Allocation Policy
- Sporting Pavilion Policy and Design Guidelines

#### External Resources

- Change Our Game | Fair Access Policy Roadmap Response

## 11. Definitions

Term	Definition
<i>Council</i>	Kingston City Council
<i>Active Kingston</i>	Council department responsible for Sport and Recreation activities within Kingston
<i>The Policy</i>	Refers to the Fair Access Policy
<i>Gender inequity</i>	Discrimination and unfair treatment based on a person's gender. To address gender in-equity we must understand not all genders are at the same starting point and may require different interventions to ensure fairness and gender equality outcomes are achieved.
<i>Gender inequality</i>	Unequal outcomes for genders and the result of gender inequity over time, often resulting in disparities in opportunities, rights and social, economic or political outcomes.
<i>Gender equality</i>	Equal outcomes for women, men and gender diverse people through a process of addressing gender inequity along the way.
<i>Gender Impact Assessment (GIA)</i>	Gender Impact Assessment is a process of evaluating and analysing the potential effects of policies, programs, or projects on different genders. It aims to identify and address any disparities or inequalities that may arise, ensuring a more equitable outcome for all people.
<i>Trans/Transgender</i>	Refers to individuals whose gender identity differs from the sex they were assigned at birth.



<i>Gender Diverse</i>	Gender Diverse is an umbrella term used to describe individuals whose gender identity and expression do not strictly align with societal expectations related to their assigned sex at birth. It acknowledges the diversity and fluidity of gender experiences beyond traditional categories.
State Sporting Associations	The governing body for a sport at state level (ie. Football Victoria, Cricket Victoria etc.)
Regional Sporting Associations	An association of league at a regional level, usually affiliated with a state body (ie. Southern Football Netball League, South East Cricket Association etc.)

## Appendix 1

### City Of Kingston Sporting Facilities and Reserves

Foreshore Facility		Location
1	Aspendale Lifesaving Club	Aspendale
2	Bonbeach Lifesaving Club	Bonbeach
3	Carrum Surf Lifesaving Club	Carrum
4	Chelsea Longbeach Surf Lifesaving Club	Chelsea
5	Chelsea Yacht Club	Chelsea
6	Edithvale Lifesaving Club	Edithvale
7	Mentone Lifesaving Club	Mentone
8	Mordialloc Life Saving Club	Mordialloc
9	Mordialloc Sailing Club	Aspendale
10	Mordialloc Motor Yacht Club	Mordialloc
11	Parkdale Yacht Club	Parkdale
Sports Pavilions		Location
12	Val Connor Pavilion - Glen Street Reserve	Aspendale
13	Aspendale Tennis Club Pavilion - Regents Park	Aspendale
14	Browns Reserve Pavilion - Browns Reserve	Aspendale
15	Ken Lyons Pavilion - Regents Park	Aspendale
16	Aspendale Gardens Sports Ground Pavilion - Aspendale Gardens Sports Ground	Aspendale Gardens
17	Curwood Hall - Bonbeach Reserve	Bonbeach
18	Bonbeach YCW Pavilion - Bonbeach Reserve	Bonbeach
19	Bonbeach Reserve (Main) Pavilion	Bonbeach
20	Long Beach Tennis Club Pavilion - Roy Dore Reserve	Carrum
21	Roy Dore Reserve Pavilion - Roy Dore Reserve	Carrum
22	Chelsea Bowls Club – Pavilion – Chelsea Recreation Reserve	Chelsea
23	Chelsea Lawn Tennis Club Pavilion - Chelsea Recreation Reserve	Chelsea
24	Chelsea Bicentennial Baseball Pavilion - Bicentennial Park	Chelsea
25	Tom Johnston Pavilion - Chelsea Recreation Reserve	Chelsea
26	Chelsea Sportswomens Centre - Bicentennial Park	Chelsea
27	Chelsea Heights Tennis Club Pavilion - Beazley Reserve	Chelsea Heights
28	Beazley Reserve Football Pavilion - Beazley Reserve	Chelsea Heights
29	Le Page Tennis Club Pavilion - Le Page Park	Cheltenham
30	Ron Brownlees Pavilion - Kingston Heath Reserve	Cheltenham
31	Le Page Park Sports Pavilion - Le Page Park	Cheltenham
32	Kingston Heath Reserve Soccer Pavilion - Kingston Heath Reserve	Cheltenham
33	Jack McDavitt Pavilion - Keys Road Reserve	Cheltenham
34	Namatjira Park Sports Pavilion - Namatjira Park	Clayton South
35	The Grange Reserve Soccer Pavilion - The Grange Reserve	Clayton South
36	Clayton Bowls Club - Namatjira Park	Clayton South
37	Keeley Park East Pavilion - Keeley Park	Clayton South
38	Keeley Park West Pavilion - Keeley Park	Clayton South
39	Westall Tennis Club Pavilion - The Grange Reserve	Clayton South
40	Deals Road Reserve Pistol Clubhouse	Clayton South

41	Deals Road Reserve Motorcycle Clubhouse	Clayton South
42	Chadwick Reserve Pavilion - Chadwick Reserve	Dingley Village
43	Dingley Reserve Sports Club Pavilion - Dingley Reserve	Dingley Village
44	Rowan Road Reserve Baseball Pavilion - Rowan Road Reserve	Dingley Village
45	Lynne Fleming Pavilion - Rowan Road Reserve	Dingley Village
46	Dingley Tennis Club Pavilion - Rowan Road Reserve	Dingley Village
47	Edithvale Common Pavilion - Edithvale Common	Edithvale
48	Edithvale Bowls Club – Pavilion – Edithvale Common	Edithvale
49	Bert Thomas Pavilion - Edithvale Recreation Reserve	Edithvale
50	Australasian Golf Clubhouse - Edithvale Public Golf Course	Edithvale
51	Heatherton Recreation Reserve Pavilion - Heatherton Recreation Reserve	Heatherton
52	Highett Reserve (Small) Pavilion - Highett Reserve	Highett
53	Highett Reserve (Main) Pavilion - Highett Reserve	Highett
54	Highett Reserve (Combined) Pavilion - Highett Reserve	Highett
55	Southern Road Reserve Pavilion - Southern Reserve	Mentone
56	Soppett Pavilion - Mentone Reserve	Mentone
57	Corboy Pavilion - Mentone Reserve	Mentone
58	Dane Road Reserve Pavilion - Dane Road Reserve	Moorabbin
59	Highmoor Uniting Tennis Club Pavilion - Dane Road Reserve	Moorabbin
60	GR Bricker Reserve Pavilion - GR Bricker Reserve	Moorabbin
61	Moorabbin Bowls Club – Pavilion – Moorabbin Reserve	Moorabbin
62	Locomotive Society Clubhouse	Moorabbin
63	Doug Denyer Reserve Pavilion - Doug Denyer Reserve	Mordialloc
64	Keith Carpenter Pavilion - Jack Grut Reserve	Mordialloc
65	HA Droop Pavilion - Ben Kavanagh Reserve	Mordialloc
66	Mordialloc Bowls Club – Pavilion – Ben Kavanagh Reserve	Mordialloc
67	Dales Park Pavilion - Dales Park	Oakleigh South
68	Dolomore Reserve Athletics Pavilion - Dolomore Reserve	Parkdale
69	Mentone Tennis Club Pavilion - Dolomore Reserve	Parkdale
70	Parkdale Bowling Club – Pavilion	Parkdale
71	Parkdale Tennis Club Pavilion - Gerry Green Reserve	Parkdale
72	Cliff Sambell Pavilion - Gerry Green Reserve	Parkdale
73	Walter Galt Reserve Pavilion - Walter Galt Reserve	Parkdale
74	Patterson Lakes Tennis Club Pavilion - Patterson Lakes Recreation Reserve	Patterson Lakes
75	Mentone Pony Club Pavilion – Patterson Recreation Reserve	Patterson Lakes
	<b>Reserves</b>	<b>Location</b>
1	Glen Street Reserve	Aspendale
2	Regents Park	Aspendale
3	Browns Reserve	Aspendale
4	Aspendale Gardens Sports Ground	Aspendale Gardens
5	Bonbeach Reserve	Bonbeach
6	Roy Dore Reserve	Carrum
7	Chelsea Recreation Reserve	Chelsea
8	Bicentennial Park	Chelsea
9	Beazley Reserve	Chelsea Heights

10	Le Page Park	Cheltenham
11	Kingston Heath Reserve	Cheltenham
12	Keys Road Reserve	Cheltenham
13	Namatjira Park	Clayton South
14	The Grange Reserve	Clayton South
15	Keeley Park	Clayton South
16	Deals Road Reserve	Clayton South
17	Chadwick Reserve	Dingley Village
18	Dingley Reserve	Dingley Village
19	Rowan Road Reserve	Dingley Village
20	Edithvale Common	Edithvale
21	Edithvale Recreation Reserve	Edithvale
22	Edithvale Public Golf Course	Edithvale
23	Heatherton Recreation Reserve	Heatherton
24	Highett Reserve	Highett
25	Southern Reserve	Mentone
26	Mentone Reserve	Mentone
27	Dane Road Reserve	Moorabbin
28	GR Bricker Reserve	Moorabbin
29	Moorabbin Reserve	Moorabbin
30	Doug Denyer Reserve	Mordialloc
31	Jack Grut Reserve	Mordialloc
32	Ben Kavanagh Reserve	Mordialloc
33	Dales Park Pavilion - Dales Park	Oakleigh South
34	Dolomore Reserve	Parkdale
35	Gerry Green Reserve	Parkdale
36	Walter Galt Reserve	Parkdale
37	Patterson Lakes Recreation Reserve	Patterson Lakes

## Appendix 2

### Fair Access Policy - Action Plan

This Action Plan outlines the council actions that will support the Fair Access Policy in addressing the known barriers experienced by women, girls and gender diverse people in accessing and using community sports infrastructure. All actions listed relate to at least one of the Fair Access principles outlined in the policy. Included in the Action plan are actions that council will undertake, as well as some actions that we will work with clubs to undertake themselves in adhering to the Fair Access Policy.

### 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:
  - o of the highest quality available and most convenient
  - o at the best and most popular competition and training times and locations
  - o 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.

Council Actions	Relevant Fair Access Principle	Timeline	Responsible Department
1. Complete a GIA for all new council policies, strategies, infrastructure renewals	1, 2	Ongoing	All departments
2. In line with council's existing sports infrastructure renewal plans, and council's sporting pavilion prioritisation policy and design guidelines, invest in upgrades of current facilities to become all gender inclusive	1	Long Term	Active Kingston Infrastructure PMO
3. Work with our Open Space department to upgrade external lighting in and around sports reserves to improve perceptions of safety, in line with Council's Public Lighting Policy	1	Long Term	Active Kingston Open Space



Council Actions	Relevant Fair Access Principle	Timeline	Responsible Department
4. Incorporate the FAP principles into Kingston's community grants program and prioritise funding applications for all gender inclusive clubs	1	Ongoing	Inclusive Communities
5. Provide support/partnerships with clubs towards external grant applications associated with promotion/opportunities for all gender inclusive goals	1	Ongoing	Active Kingston Inclusive Communities
6. Prioritise sports ground allocation to all gender inclusive clubs, in line with Council's Sporting Ground Allocation Policy (currently being updated)	1	Ongoing	Active Kingston
7. Assist clubs to source all gender inclusive material for sports clubs to display, disseminate	1	Medium term	Active Kingston Inclusive Communities
8. Continually promote the FAP and highlight champion clubs through our various club communication channels (newsletter, emails, forum etc.)	1, 2, 3, 4, 5, 6	Ongoing	Active Kingston
9. Work with clubs to facilitate opportunities for existing women and girl players to participate in the Kingston Community Leadership Program and International Women's Day Program	2, 3, 4, 6	Medium Term	Inclusive Communities
10. Explore opportunities to facilitate partnerships between clubs and schools to increase young girls' participation	2, 3, 4, 6	Medium Term	Active Kingston
11. Promote mentor opportunities to women players and volunteers from clubs via Women of the Year mentoring program	2, 3, 4, 6	Ongoing	Active Kingston Inclusive Communities
12. Liaise with associations/leagues in their fixturing of games to ensure the Fair Access principle is being applied.	2, 3, 4, 6	Short Term	Active Kingston
13. Continue partnerships with Better Health Network to provide tailored support to clubs to become all gender inclusive via the Healthy Sports Clubs program	5	Ongoing	Active Kingston Inclusive Communities
14. Work in partnership and continue to promote programs to existing clubs, run by Inclusive Communities team that encourage fair access for all clubs	5	Ongoing	Active Kingston Inclusive Communities
15. Develop/promote strategy and audit tools/checklists for clubs as a practical tool for establishing their current operations in line with FAP and identifying focus areas towards achieving and encouraging fair access.	5	Short Term	Active Kingston Inclusive Communities
16. Develop an annual survey to collect data – ie participation numbers, teams, programs, board memberships, coaches, umpires etc	2, 4	Short Term	Active Kingston

<b>Council Actions</b>	<b>Relevant Fair Access Principle</b>	<b>Timeline</b>	<b>Responsible Department</b>
17. Commit to a minimum 51% of the games fixtured on the new Hawthorn FC Community ground being women and girls' competitions	2, 3, 6	Ongoing	Active Kingston
18. Work with national, state, and local sporting associations & leagues on awareness and education programs on issues directly affecting women and girls such as increasing injuries playing sport	6	Medium Term	Active Kingston

<b>Club actions</b>	<b>Relevant Fair Access Principle</b>	<b>Timeline</b>	<b>Responsible Person</b>
1. Incorporate the gender equality aspect into their policies. Develop inclusion statement for the club	1	Medium Term	
2. Clubs to display images, testimonies, posters that promote inclusion and diversity, in club rooms and via their social media channels.	1	Ongoing	
3. Provide feedback and suggestions to Council regarding emerging needs of the current sporting infrastructure for inclusion	1	Medium Term	
4. Recognise, celebrate and promote members and/or initiatives that encourage Fair Access at your club.	5	Ongoing	
5. Develop recruitment strategy to increase the level of diversity in both club membership and board membership.	2, 3, 4, 6	Medium Term	
6. Consult with players, coaches and parents to understand needs and allow the creation of training schedules that promote fair access and fairly distribute facility use to all users	2, 3, 4, 6	Short Term	
7. Introducing low-commitment options to introduce women and girls of diverse backgrounds to the club, programs and/or sport incorporating the lens of intersectionality.	2, 3, 4, 6	Medium Term	
8. Establish a culture of consulting with all stakeholders in the club to understand barriers, challenges and needs of existing members and emerging members from diverse backgrounds	2, 3, 4, 6	Long Term	
9. Identify gaps and needs in the inclusion and fair access space and explore relevant training sessions and programs available with Council to bridge these gaps	2, 3, 4, 6	Medium Term	
10. Work with national, state, and local sporting associations & leagues on awareness and education programs on issues directly affecting women and girls such as increasing injuries playing sport	6	Medium Term	