

## **Equitable Access and Usage Policy**

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### **POLICY STATEMENT**

The Shire of Cunderdin is committed to addressing known barriers experienced by women and girls in accessing and using community sports infrastructure, providing equitable facility access, and establishing an expectation that gender equality is considered and prioritised in all current and future planning, programmes, communications, policy, service delivery and practices as they relate to community sport infrastructure.

### **APPLICATION**

This policy applies to all groups and individuals wishing to access a Shire owned and managed community sports facility. Policy does not apply to Shire owned buildings where a management licence or lease agreement exists between a group and the Shire.

The Shire of Cunderdin is well positioned to design and implement place based, integrated action plans that progress gender equality in community sport.

Gender 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.

All facilities are considered “multi-purpose” facilities. They are an efficient use of capital works funding, minimise a duplication of infrastructure (eg hardcourt surfaces, meeting, activity and change rooms), reduce maintenance overheads and maximise opportunities for community engagement and collaboration. Facilities will be available for use by compatible users and will not be used exclusively by any one or two groups. Organisations and interest groups provide for a range of community activity needs. Council will design and manage facilities so that they can be flexible and accommodate a broad range of activities and organisations.

Organisations and interest groups accessing facilities will provide:

- i) A range of health and well-being, recreation and sporting needs of the community at minimal cost to participants;
- ii) Assist the Shire to achieve a range of its services.

The above will be used to evaluate applications for facility use, should more than one group apply for use of a facility at the same time, determining a successful applicant.

Priority access to community facilities will be given to:

- i) Those that align with the core or primary use of a community facility (e.g. sporting groups in a sporting pavilion, lifelong learning and leisure programmes in a community centre);
- ii) Groups or organisations contracted to provide a service for the community (e.g. out of school hours programme);
- iii) Not for profit organisations;
- iv) Groups or individuals that assist Council to achieve objectives relating to community facilities.
- v) Groups that can show at least 75% of membership base comes from within the Shire of Cunderdin.
- vi) Groups or organisations minimising financial barriers for participation.
- vii) Organisations that do not have the capacity to provide for all the infrastructure needs associated with their activity alone.

Consideration will be given to use of community facilities by a range of users including community based, private or commercial organisations; however groups and activities that are in conflict with Council policies and/or operating principles will not be granted access to the facilities.

Community facilities are available for use by local schools. Schools are significant Shire of Cunderdin stakeholders providing Council with opportunities to form a variety of partnership models.

Identification and elimination of systemic causes of gender inequality in community sport will be considered during design phases for 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. The Shire aims to:

- i) Ensure women and girls have equitable access to sport and recreation facilities.
- ii) Foster positive sport and recreation participation experiences for women and girls.
- iii) Foster increased utilisation of sport and recreation facilities by women and girls.

Management framework addressing barriers experienced by women, girls, gender diverse and varying cultural and demographic backgrounds will be monitored and evaluated through engagement and consultation. Facility users concerns and experiences, integral for future design implementation, and monitoring of policies and programs will ensuring:

- i) Engagement is fair and equitable 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.
- ii) Implications for women and girls of any planned actions, including policies and communications; and
- iii) engagement with the broader sport community to assessing implications for men, people with disability, First Nations peoples, LGBTQIA+ people and people from culturally and linguistically diverse people of any planned actions, including policies and communications.

This policy should be reviewed every four years or as required to take into account and legislation or regulation changes, seek to results in the strengthening of community sports participation, wellbeing and connectivity as appropriate.

## **OBJECTIVE**

The Shire of Cunderdin are responsible for the management of a diverse range of facilities for use by residents and visitors. This Policy will provide a consistent approach in the fair and reasonable management and use of Shire owned facilities, aiming to eliminate gender inequality and cultural bias in sport and infrastructure.

Criteria of objectives include:

- i) Optimise opportunities for local community engagement and for the community to access a diverse range of community facilities;
- ii) Encourage greater participation in activities that improve individual and community health and well-being;
- iii) Encourage and support existing organisations and activities and the emergence of new groups and activities that address community needs;
- iv) Ensure that people and groups with special needs have the opportunity to access community facilities;
- v) Ensure the use of facilities is sustainable over time;

- vi) Optimise the use of community facilities; and
- vii) Ensure the management of community facilities is consistent, fair and equitable.

Allowing for all to:

- i) Engage with community identity and pride
- ii) Strengthen social networks
- iii) Develop a sense of belonging
- iv) Have flexibility of training time allocations.
- v) Increases opportunities for participation of women and girls.
- vi) Genuinely accessible welcoming, safe and inclusive environments.

#### **STATUTORY CONTEXT**

*Local Government Act 1995 s2.7 – The role of council*

*Local Government (Administration) Regulations 1996*

*Equal Opportunity Act 1984*

#### **CORPORATE CONTEXT**

Council Policy Manual

Councillors Code of Conduct

Staff Code of Conduct

#### **HISTORY**

Former Policy \_\_\_\_\_

Adopted 27<sup>th</sup> August 2024

#### **REFERENCES**

Department of Communities – Stronger Together – WA’s Plan for Gender Equality