

HRCC Fair Access Action Plan

Time Frame: S –Short term - Within 1-2 years; M – Medium term – within 3-5 years.

ACR – Arts, Culture and Recreation

CPTED – Crime Prevention Through Environmental Design

CRAT – Community Relations and Advocacy team

EMT – Executive Management team (HRCC)

OWSR – Office of Women in Sport and Recreation

ROSP – Recreation and Open Space Planning

WRSA – Wimmera Regional Sports Assembly

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

Actions to achieve progress	Timeframe	Responsibility	Indicator of Success
Audit existing community facilities to determine current provision of gendered facilities (change rooms, storage, toilets)	M	ROSP	Facilities audited: 2 HRCC owned/managed facilities per year
Implement actions resulting from audit to ensure minimum standards are met.	M	ROSP	Targets established with annual reporting to EMT
Undertake a safety assessment (CPTED) of HRCC owned or managed recreation facilities.	M	ROSP	1 CPTED completed per year
Complete a GIA for all new and existing community infrastructure as identified	S	ROSP	GIAs completed as required

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.

Actions to achieve progress	Timeframe	Responsibility	Indicator of Success
Support and promote the Wimmera Regional Sports Assembly in their delivery of women's leadership programs	M	ROSP	Programs and workshops delivered by WRSA with HRCC support/partnership
Promote training opportunities for girls and women to undertake leadership programs.	On-going	ROSP	Training opportunities included in Active newsletters.
Share training opportunities with OWSR for state wide promotion	On-going	ROSP	Training opportunities shared with OWSR

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.

Actions to achieve progress	Timeframe	Responsibility	Indicator of Success
Collect, analyse and report local data re: gender usage of community facilities.	S	ROSP	Baseline data obtained and reporting to EMT provided
Review sport and recreation policies	M	ROSP	Policy and procedures reviewed
Develop gender equity access and use policies	M	ROSP	Policies developed and adopted
Partner with sporting peak bodies to showcase female sport	M	ROSP	Programming opportunities identified for female sport in high visibility facilities and timeslots
Girls and women encouraged to use facilities at Horsham Recreation Reserve (City Oval)	M	ROSP	Sustained and increased female participation at Horsham Recreation Reserve.

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

Actions to achieve progress	Timeframe	Responsibility	Indicator of Success
Review HRCC Community grants to support initiatives that empower and upskill women and girls. (i.e. Covid Active program, Western Bulldogs Daughters of the West program).	S	ROSP CRAT	Grants reviewed Funding stream identified Criteria established A weighting (5-10%) to clubs that apply and demonstrate commitment to gender equity.
All events and programs in community spaces encouraged to have gender balance in public facing roles and commit to showcasing diversity through all promotional activities.	S	CRAT Events Officer Investment, Attraction & Growth ACR	Increased female representation in public facing roles and images

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.

Actions to achieve progress	Timeframe	Responsibility	Indicator of Success
Encourage community groups to undertake a gender health check	S	ROSP	(Vic Health) Gender health check template provided via the <i>Active</i> newsletter
Support organisations such as WRSA to provide gender awareness training and development opportunities to local clubs and groups.	S	ROSP	Programs supported via <i>Active</i> newsletter
Support clubs to identify participation benefits of increasing female membership.	S	ROSP	Information provided in <i>Active</i> newsletters
Non-specific gender language (seniors and juniors, rather than boys and girls) used in HRCC media channels	S	CRAT	Annual audit of HRCC media

Principle 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.

Actions to achieve progress	Timeframe	Responsibility	Indicator of Success
Encourage sporting and community groups holding events on HRCC owned or managed land to provide equal prizemoney for both males and females.	S	Events Officer Investment, Attraction & Growth	Equal prize money allocated
Pricing structures reviewed to support clubs and community groups with female specific programs	S	ROSP / Governance	Fee structures reviewed
Review the HRCC Community grants program. Support community groups that identify options to improve active recreation and sporting participation outcomes for girls and women	S	Grants Officer	Grants reviewed Funding stream identified Criteria established Weighting applied