



Buloke Shire Council Fair Access – Action Plan

Draft: Circulated April 2024

Fair Access Roadmap: Principle One

Community sport infrastructure and environments are genuinely welcoming, safe and inclusive

Actions		Responsibility	Timeframes	Indicator of Success
	Community consultation and educational initiatives that encourage an increase in awareness for inclusive behaviours and actions taken by Volunteer leaders.	Council	12 Months	Distribution of educational material across broader social media and hard media communications channels. Direct communications to clubs, volunteers and committee members.
	Gender Impact Assessments undertaken for all individual masterplan projects for Recreation Reserves. GIA's included in RFQ and RFT documentation for all sporting and recreational infrastructure projects.	Council	6 Months	Inclusion of GIA's as a requirement in all RFQ and RFT Council documentation.
	Gender Impact Assessment undertaken for the current Buloke Recreation Strategy for all levels of organised sport and passive active recreation	Council	6 Months	GIA undertaken
	Gender Impact Assessments to be undertaken on all major Recreation Reserve Facilities in consultation with community and volunteers	Council	12 Months	3 Key Recreational Facilities undertaken in 2024/25. Another 2 to be undertaken as part of masterplan process via consultant
	Inclusive design principles adopted into Project Management Framework at initiation/consultation phase	Council	6 Months	Delivery of all capital works projects to meet gender inclusive design principles

Fair Access Roadmap: Principle Two



Women and girls can fully participate in all aspect of community sport and active recreation, including as a player, coach, administrator, official, volunteer and spectator

Actions		Responsibility	Timeframes	Indicator of Success
	Undertake a review and consultation of existing sporting club leaders within the LGA and encourage their participation in a marketing campaign to help further promote the benefits of participation	Council Community Committees of Management	12 months	Increased uptake in participation
	Continue to collaborate with and sponsor the Mallee Sports Assembly for all programs and events	Council Sports Assembly	Ongoing	Increased participation levels through marketing/communications and support for MSA projects/events
	Work with community groups and volunteers to plan community led events which increase training and upskilling	Council Community Sports Assembly Committees of Management	12 months	Increase in number of opportunities for volunteer training and upskilling

Fair Access Roadmap: Principle Three

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

Actions		Responsibility	Timeframes	Indicator of Success
	Partner and collaborate with relevant State Government sporting bodies and other stakeholders to provide opportunities for women and girls to try a new sport or recreational program	Council Community Sports Assembly Committees of Management	12 months	The facilitation of 'come and try' days ran across the Shire.
	Pursue funding opportunities to improve otherwise outdated and inappropriate	Council Committee of Management	12 Months	Applications to funding bodies submitted



infrastructure that does not meet inclusive design guides.			
Consultation is undertaken with various Clubs' membership bases to better understand their preference to the usage and times for usage of existing infrastructure. (Council to assist in facilitation and communication through educational materials)	Council Committee of Management Community	12 Months	Provision of materials and club meeting minutes outlining general discussions had with members regarding timing and use requirements
Development of a new Recreation Strategy with embedded outcomes to strengthen the use of facilities for greater gender inclusivity and fair play.	Council Community Committee of Management	18 Months	Adoption of a new Recreation Strategy

Fair Access Roadmap: Principle Four

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

Actions	Responsibility	Timeframes	Indicator of Success
Promotion and education campaign for women and girls in leadership positions at a local level to inspire more uptake.	Council Committee of Management	12 Months	Establishment of data set, network of key contacts and increase in participation
Data collection regarding gender break up of committees via the recreation reserve allocations system via Smarty Grants Portal	Council	12 Months	Establishment of new data base
Review of any paid sporting club roles and consultation to ensure there is an equal and fair process in place	Committees of Management	12 Months	Workshop attendance and education materials utilised in practice. Information and feedback.

Fair Access Roadmap: Principle Five

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	Responsibility	Timeframes	Indicator of Success
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Facilitation of gender equity training for community group volunteers	Council	12 Months	Attendance rates
Facilitation of gender equity training for internal Council Staff	Council	12 Months	Attendance rates
Facilitation of training for access key use/development for internal staff	Council	18 Months	Attendance rates and establishment of access key documents
Prioritised promotion of gender inclusive sporting club events through Council media	Council	6 Months	Increased social media engagement
Community grants guidelines amended to offer higher level of support to those community groups/clubs demonstrating commitment to gender equitable practices	Council	12 Months	Development of new guidelines
Aquatic facility booking guide amended to nominate community groups or businesses' commitment to gender inclusive practices	Council	6 Months	Development of new guidelines
Council facilities booking guide amended to nominate community groups or businesses' commitment to gender inclusive practices	Council	6 Months	Development of new guidelines

Fair Access Roadmap: Principle Six

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		Responsibility	Timeframes	Indicator of Success
	Implementation of the Smarty Grants system and data collection for user groups	Council Community User Groups	6 Months	New system operational
	New booking system for recreation facilities with relevant information for users' accessibility and gender inclusivity needs	Council	18 Months	New system operational



ACTION PLAN DRAFT DOCUMENT DUE FOR REVIEW: April 2025

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