GLEN EIRA CITY COUNCIL

Fair Access Policy and Action Plan

Engagement summary report

AUGUST 2024

BENTLEIGH

BENTLEIGH EAST

BRIGHTON EAST

CARNEGIE

CAULFIELD

ELSTERNWICK

GARDENVALE

GLEN HUNTLY

MCKINNON

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Executive Summary

Glen Eira City Council is committed to providing opportunities for all members of our community to participate in community sport and active recreation. We have developed a draft *Fair Access Policy (Policy)* and draft *Fair Access Action Plan (Action Plan)*. Together, these will support gender equity and improve opportunities for women and girls.

The *Policy* and *Action Plan* address six fair access principles. They cover areas such as inclusion, full participation, equal representation, encouraging and supporting user groups, and prioritising user groups commitment to equality.

The *Policy* and *Action Plan* address the six principles of fair access, covering:

- inclusion
- full participation
- equal representation
- encouraging and supporting user groups
- prioritising user groups' commitment to gender equity.

The *Policy* works to eliminate systemic causes of gender inequality, and other identity factors that may affect a person participating in community sport and recreation.

The *Action Plan* identifies specific actions to progress gender equity in community sport through policy, governance, programs, communications, and delivery of services. The *Action Plan* involves Council and sporting clubs working together and outlines specific actions for both Council and clubs to deliver.

How we engaged

Community engagement on the proposed *Policy* and *Action* Plan took place over a four-week period from **24 June to 21 July 2024.** The engagement sought community feedback on gender equity in community sport as well as on the proposed *Policy* and *Action Plan.*

Opportunities for formal community feedback included:

- a Have Your Say Glen Eira web page with an online survey
- four pop-up engagement sessions
- email submissions
- an online workshop with sporting clubs using mentimeter (menti)
- an in-person engagement session with a women's senior football (soccer) team using menti
- attendance at committee and network meetings.

We promoted the engagement through a range of communication channels, including:

- Glen Eira News
- social media

- emails to sporting groups
- e-newsletters
- a news item on Council's website
- Council advisory committees
- radio
- postcards
- posters
- digital screens.

Who we heard from

In total, we received feedback from **108** members of our community, comprised of:

- **74** survey submissions through the Have Your Say platform
- **21** menti submissions by sporting club representatives
- **10** menti submissions by young women soccer players
- **one** email submission
- **one** Facebook submission
- **one** interview with a nineteen-year-old woman, a long-term community sport player.

What we heard

The feedback about the proposed *Policy* and *Action Plan* across engagement methods was broadly supportive.

Feedback also identified a range of concerns on the barriers that could hinder the implementation of the *Policy* and *Action Plan.* Availability, quality and allocation of sporting grounds and facilities in Glen Eira was frequently noted as a challenge. Also noted were challenges related to resources and volunteers in community sporting clubs.

Quantitative feedback provided through the Have Your Say survey shows:



49 per cent (39 respondents) were satisfied or very satisfied with the listed **actions for Council** in the *Action Plan.*



26 per cent (19 respondents) were slightly satisfied with the listed **actions for Council** in the *Action Plan*.



19 per cent (14 respondents) were not satisfied with the listed **actions for Council** in the *Action Plan*.



44 per cent (33 respondents) were satisfied or very satisfied with the listed **actions for sporting clubs** in the *Action Plan*.



26 per cent (19 respondents) were slightly satisfied with the listed **actions for sporting clubs** in the *Action Plan*.



24 per cent (18 respondents) were not satisfied with the listed **actions for sporting clubs** in the *Action Plan*.

The top four themes on how Council could progress fair access were:

Theme	Number of responses	Percentage of responses
Review allocations and access to pavilions and grounds to enable greater participation.	22	42%
Provide quality facilities and grounds with equal consideration to all sports (including all weather pitches) to promote fair access for all.	17	32%
Strengthen principle six — Council to allocate infrastructure to clubs that demonstrate a commitment to gender equity.	8	15%
Provide adequate and safe change rooms for women/girls (sex-based not just unisex, with adjustable signage).	5	9%

The top four themes on how sporting groups and clubs could progress fair access were:

Theme	Number of responses	Percentage of responses
Improve access and quality of sporting grounds to increase opportunities and participation.	14	27%
Promote and require female participation in sport at all levels.	6	12%
Ensure facilities, training and fixtures are available for women at the same level as men.	5	10%
Provide more soccer and synthetic pitches.	4	8%

The top four themes of 'other' feedback on the *Policy* or *Action Plan* were:

Theme	Number of responses	Percentage of responses
Upgrade facilities and provide sufficient space and grounds for clubs to train, play and grow.	12	26%
Support soccer with better grounds, with all year-round play, to be inclusive of age, ability and gender.	7	15%

No further comments.	7	13%
Implement this policy and action plan to reduce the gender gap in community sports and report on this.	4	9%

Engagement with sporting clubs

26 sporting club representatives attended a targeted engagement session and **21** provided feedback using menti.

- The majority came from soccer, cricket and football clubs.
- 30 per cent had between one and five women's/girls' teams at their club.
- 30 per cent had ten or more women's/girls' teams at their club.
- 65 per cent thought that implementing fair access would be broadly positive, necessary, timely and welcome.
- 33 per cent thought it would be **very easy** to implement fair access actions as they were already doing a lot of the actions.
- 29 per cent thought it would be **easy** to implement fair access actions, as they were already doing some of the actions.
- 10 per cent thought it would be **hard** to implement fair access actions as they had only just started doing a couple of actions.

The top benefits of implementing fair access identified by sporting club representatives were:

Themes	Number of responses	Percentage of responses
Increased inclusion and diversity	12	48%
Improved facilities	6	24%
Better access for women	5	20%
Increased membership levels	5	20%

The top challenges of implementing fair access identified by sporting club representatives were:

Theme	Number of responses	Percentage of responses
Lack of funding	8	30%
Lack of space and facilities	7	26%
Timing concerns	4	15%
Lack of volunteers or participants	4	15%

The top four suggestions of how Council could support sporting clubs to implement fair access actions were:

Theme	Number of responses	Percentage of responses
Provide facility upgrades	6	30%
Provide funding	6	30%
Ensure that Council communicates with sporting clubs	4	20%
Review space allocation	4	20%

Engagement with women's senior soccer team

10 women aged 18+ and their coach took part in a tailored engagement session and provided feedback using menti.

- 78 per cent had been playing community sport for ten or more years.
- 80 per cent always feel welcome at their sporting club.
- 100 per cent have experienced unfair treatment or observed team members, coaches, or volunteers being treated unfairly.
- 100 per cent feel positively about the *Policy* and *Action Plan*.

Responses to the question — What actions do you think will help level up the playing field for women and girls?

"More consistent coaches. More facilities and options for teams"
"women specific gear/equipment, more access to grounds and facilities, push women sport more, more engagement in community"
"Focus on making things equitable not just accessible. Women have different needs and those need to be thought about. We don't have the same needs and we must acknowledge this."
"Access to more facilities, priority access"
"more teams, women in coaching, development programs, retention for the girls growing up"
"Continuously pushing for it, reminding people, calling out inappropriate behaviour"
"Have equal opportunity for pitch availability and equipment division"
"- promotion of womens sports in the media which is beginning to happen - encouraging team sport retention from a young age (most people i know stopped community sports at around 16/17)"

"Perhaps better regulation on maintaining/sharing sports equipment. More female coaches and leaders."
"More resources across the board, ground space, quality coaching, facilit–es - will all result in new recruits and retention"

Responses to the question — If you could change one thing in community sport what would it be?

"More female coaches"
"Have trained coaches for the younger girls as much as the younger boys"
"the retention for teen girls because so many of them leave around 15"
"Listen to women's needs and take action. Don't just let them into the boys club."
"more engagement across whole club not just specific teams with each other,' plus wider community"
"More space"

How the engagement findings will be used

The engagement findings in this report have been used to inform Council officers to finalise the *Policy* and Action *Plan.* This includes accurately reflecting on whether the community's feedback is already captured within the *Policy* and *Action Plan* and to make any further adjustments or changes within the documents.

Engagement Report

Background

Glen Eira City Council is the main provider of sport and recreation infrastructure in the municipality. We understand the important role sport plays in our community. We are committed to providing opportunities for all members of our community to participate in a diverse range of sports and recreation activities.

As part of our support for gender equity, we have taken positive action to develop a draft *Fair Access Policy (Policy)* and draft *Fair Access Action Plan (Action Plan)*. Together, these will improve opportunities for women, girls, and all members of the community to participate in community sports and recreation.

The *Policy* and *Action Plan* address the six principles of fair access. These principles were developed by the Office for Women in Sport and Recreation and VicHealth, in consultation with local government and the sport and recreation sector. The principles are:

1. Community sports infrastructure and environments are welcoming, safe and inclusive.
2. Women and girls can fully participate in all aspects of community sports and active recreation, including as players, coaches, administrators, officials, volunteers and spectators.
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; and
    c. to support existing and new participation opportunities and a variety of sports.
4. Women and girls should be equitably represented in leadership and governance roles.
5. All user groups who access and use community sport infrastructure understand, adopt and implement gender equitable access and use practices.
6. Prioritise access, use and support to all user groups demonstrating an ongoing commitment to gender equitable access and use of allocated community sports infrastructure.

The *Policy* follows the Victorian Government's *Fair Access Policy Roadmap* which aligns with the *Gender Equality Act 2020*. The *Roadmap* provides the foundation to improve the access and use of community sports infrastructure for women and girls. The *Roadmap* is currently being rolled out across all Victorian councils. It requires councils to develop a *Policy* and an *Action Plan* as a prerequisite to being considered eligible for future infrastructure funding from the Victorian Government. This requirement takes effect from 1 October 2024.

The *Policy* aims to build the capacity and capability of Council to identify and eliminate systemic causes of gender inequality. Along with gender-based issues, other identity factors that may affect a person participating in sport and recreation are also included.

The *Action Plan* identifies specific actions to progress gender equity in community sport through policy, governance, programs, communications, and delivery of services. The *Action Plan* involves Council and sporting clubs working together and outlines specific actions for both Council and clubs to deliver.

The *Policy* follows the Victorian Governments *Fair Access Policy Roadmap* which aligns with Victoria's *Gender Equality Act 2020*. The roadmap provides the foundation to improve the access and use of community sports infrastructure for women and girls. The roadmap is currently being rolled out across all Victorian councils. It requires Councils to develop a *Policy* and *Action Plan* as a prerequisite to being considered eligible for future infrastructure funding from the Victorian Government. This takes effect from October 2024.

Council's Community Engagement Policy requires community engagement for the proposed *Policy* and *Action Plan* to be delivered at a 'consult' level under the IAP2 public participation spectrum.

Engaging our community

We developed a broad communication and community engagement program to engage our community about the proposed *Policy* and *Action Plan*. The program ran over a four-week period from **24 June to 21 July 2024**.

We used a range of communication channels to reach our broader community and people involved in community sport.

We used a variety of engagement methods to gather community feedback, including online and in-person engagement activities. This allowed for more tailored approaches to be used with different groups. We asked about the barriers and impacts experienced by women and girls in community sport, as well as views on the proposed *Policy* and *Action Plan*.

This report provides a detailed summary of the communication data and engagement results received over the course of the program.

Communication Activities

A broad communication campaign using various channels raised awareness and engaged our broader community, targeted population groups and community sport stakeholders.

The communication channels used and their reach are detailed in the table below.

Communication Activities	Reach
Glen Eira News Article in the July edition.	Delivered to approx. 64,500 residences
Have Your Say engagement page Containing information and a survey.	Views: 696 Visitors: 455 Followers: 6
Social media post on Facebook (unpaid) Promoting the engagement opportunity for community members to have their say. 8 July	Reach: 2,300 Impressions: 2,400 Engagements: 5 Shares: 2 Link clicks: 7
Social media post on Instagram (unpaid)	Reach: 499

Promoting the engagement opportunity for community members to have their say. 8 July	Impressions: 512 Engagements: 7 Shares: 0 Clicks to engagement: 3
Poster Shared at Council facilities, including Glen Eira Town Hall, Glen Eira Libraries, Moorleigh Village. Shared with the community at pop-up engagement activities. Shared with local community sporting clubs to display at their clubs.	50 posters
Postcard Shared at Council facilities, including Glen Eira Town Hall, Glen Eira Libraries, Moorleigh Village. Shared with the community at pop-up engagement activities. Shared with local community sporting clubs to give to members.	800 postcards
Digital screens Screen on display at Glen Eira Town Hall.	Throughout engagement 24 June – 21 July 2024
Community Engagement e-newsletter Article in the July edition.	Recipients: 4,458 Opened: 2,478 Link clicks: 119 Clicks to engagement: 23
Email promotion Sent to Glen Eira's sporting groups and clubs.	96
Golden Days Radio Announcement on 6 July.	Approx. 8,000 listeners

Engagement Activities

Engagement activities were delivered across Glen Eira to reach and capture the views of different residents and population groups. In-person engagement activities included pop-up and targeted engagements, and opportunities to engage with community representatives through attendance at various committee meetings. The primary online engagement activity was a survey through Council's Have Your Say platform.

A snapshot of all engagement activities is captured below, and a detailed summary of each activity is provided further in this report.

Engagement activities	Number of participants
Online community survey	74 submissions
Presentation to Youth Engagement team 24 June	9
Presentation to Multicultural Committee 24 June	10

Presentation to Glen Eira Community Groups Committee 27 June	14
4 pop-up engagement sessions • Duncan Mackinnon Reserve — 3 July • Caulfield Racecourse Reserve (after the Meet the Mayor session) — 7 July • GESAC — 11 July • Caulfield Park — 14 July	530
Email submissions	1
Facebook submissions	1
Consultation session with sporting clubs Online meeting — 15 July	26
Consultation session with Glen Eira Football Club - Senior women's soccer team aged 18+ — 24 July	11
One-to-one interview With senior female soccer player — 29 July	1

Engagement with stakeholder committees

Three presentations were delivered at stakeholder committee meetings. This included the Youth Engagement Team, the Multicultural Committee, and the Community Groups Committee. These sessions engaged **33** community representatives on the topic of gender equity in community sport.

The presentations provided participants with information about the fair access engagement and the ways they can become involved and give feedback. Participants could also ask questions. We asked that these community representatives forward the engagement material to their broader networks.

Pop-up engagements

Pop-up engagements were an important part of the in-person consultations held with the broader community. They raised awareness about the engagement with community members who may not have heard of the program otherwise.

Four pop-up engagement sessions using our engagement trailer were scheduled where there is high foot traffic or where community sport is played. Three of the sessions were pre-planned. The fourth session was spontaneous, following a 'Meet the Mayor' session at the Caulfield Racecourse Reserve Sunday market.

The sessions focused on having community conversations about fair access, the *Policy* and the *Action Plan* in fun and interactive ways. Activities included a giant wordsearch and postcards with a QR code link to the online survey. These activities reached a variety of community members, particularly drawing in children and young people. They opened the opportunity to discuss the issue of gender equity in community sport.

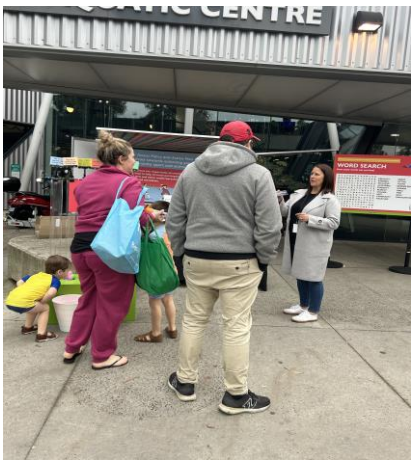
In total, pop-up engagements reached more than **530** people, with **320** postcards handed out. More than **200** people participated in interactive activities including a ball voting activity, a giant wordsearch and a blackboard activity.







Pop up engagement statistics			
Location	**Date**	**Postcards given**	**People engaged**
Duncan Mackinnon Reserve	3 July	102	90
Caulfield Racecourse Reserve Market	7 July	50	70
GESAC	11 July	95	240
Caulfield Park	14 July	72	130





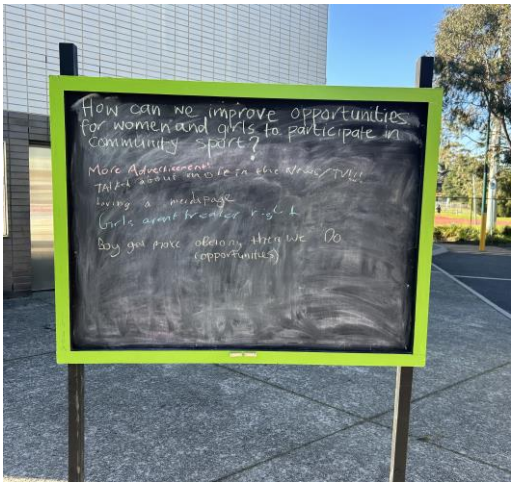


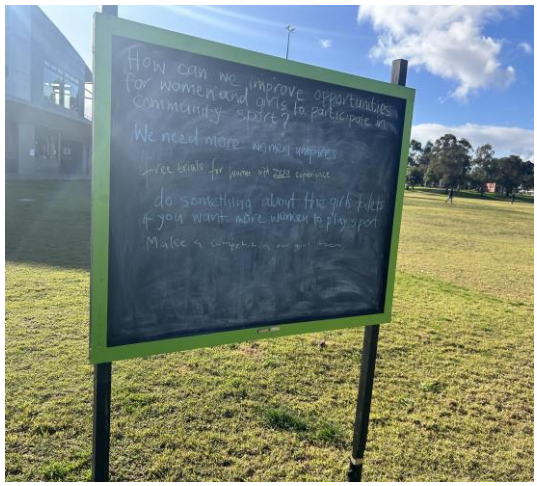
More than **180** people participated in the voting ball activity sharing how they connect to community sport.

Voting ball engagement activity		
I currently …	**GESAC**	**Caulfield Park**
play for a sporting club in Glen Eira	56	6
play for a sporting club outside Glen Eira	51	7
have children in my care that play for a sporting club	16	4
volunteer for a local sporting club	14	2
am not involved in community sport	7	2
Other	16	2

A blackboard activity was available at three of the pop-up locations asking people to respond to the question — **'How can we improve opportunities for women and girls to participate in community sport?'**

Blackboard engagement activity	
Location	**How can we improve opportunities for women and girls to participate in community sport?**
Duncan MacKinnon Reserve	• More advertisement! • Talked about more in the news/TV!!! • Having a media page. • Girls aren't treated right. • Boys get more opportunities than we do.
GESAC	• We need more women umpires. • Free trials for women with zero experience.
Caulfield Park	• Do something about the girl's toilets if you want more women to play sport. • Make a competition for girls' teams.





Targeted engagement sessions

Engagement with sports clubs

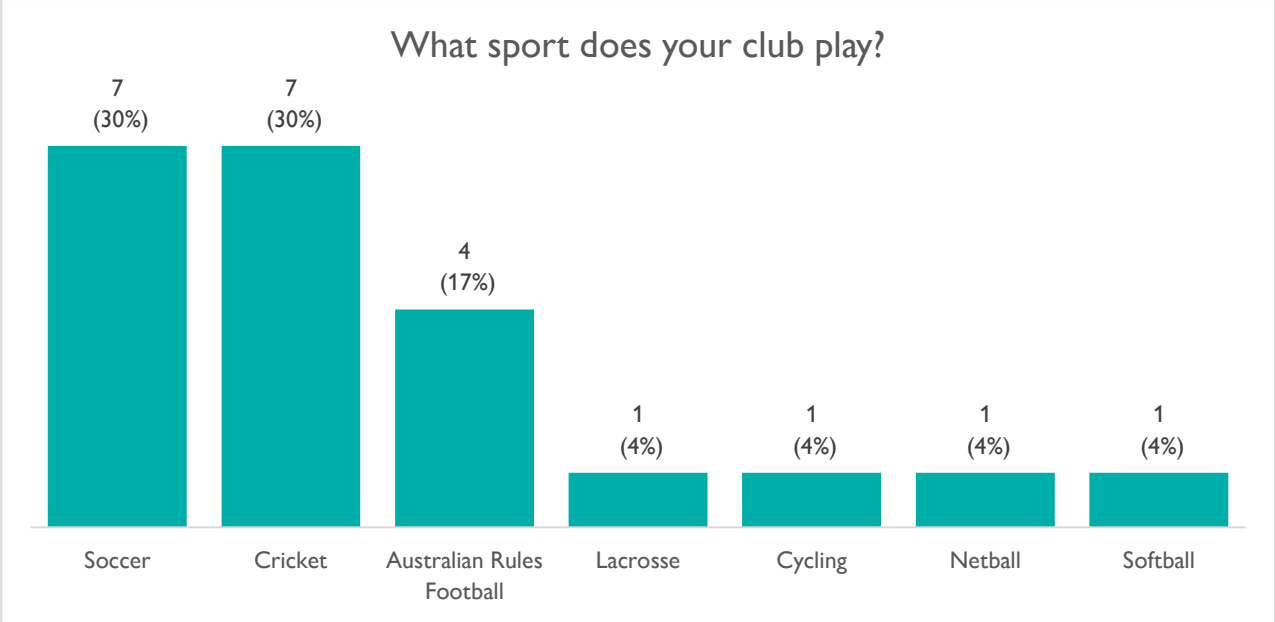
Sporting clubs were invited to attend a targeted online engagement session about fair access on 15 July 2024. **26** sporting club representatives attended the session.

The session included a presentation about the engagement and an overview of the *Action Plan*. Discussion focused on the 11 proposed actions required to be delivered by sporting clubs. This was followed by a menti session where participants were asked to anonymously answer a range of optional questions.

The questions and findings from this engagement activity are outlined below.

Menti Q.1 What sport does your club play?
23 particpants answered this question. The top three responses were:

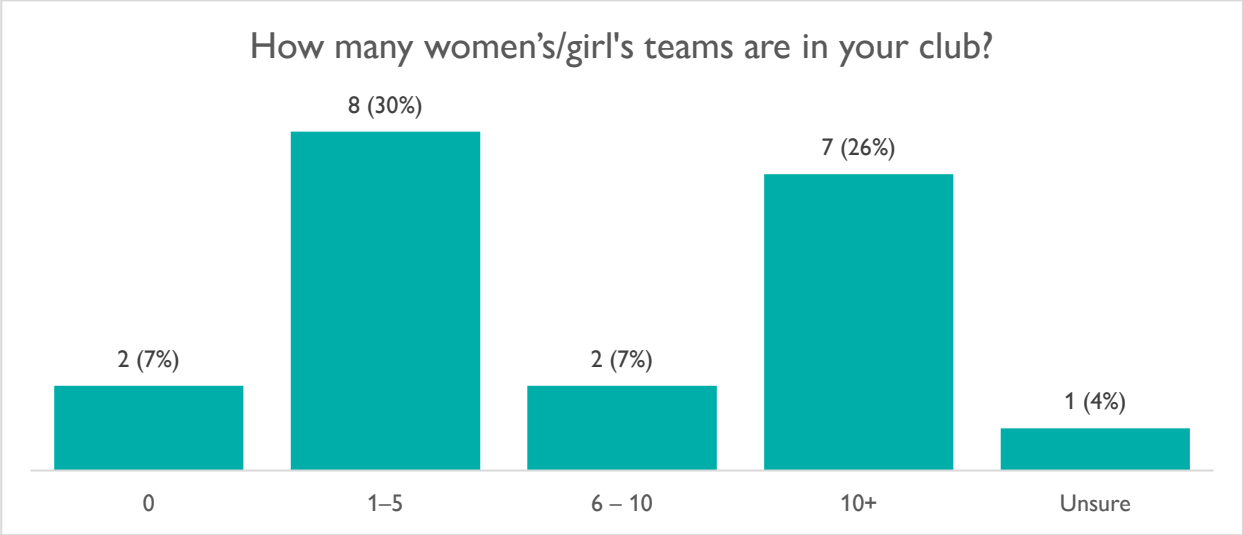
	Soccer	7 particpants (30%)
	Cricket	7 particpants (30%)
	Australian Rules Football (AFL)	4 particpants (17%)



Menti Q.2 How many women's/girls' teams are in your club?

20 participants answered this question. The results show that 17 participants (85 per cent) were from sport clubs that had at least one or more women's/girls' teams. The top three responses were:

Amount of women's/girls' teams	Number of responses
1–5	7 participants (30%)
10+	7 participants (30%)
6–10 and 0 were equal	2 participants each (7%)



Menti Q.3 Describe in one or two words your initial thoughts about implementing these actions.

A word cloud tool was used for this question. 20 particpants provided responses. Both the word cloud and responses are recorded below.

Most responses appeared positive and supportive of the fair access actions proposed. There were some reflections on the challenges around volunteer workloads, funding and resources.



Word cloud contributions (written verbatim):

Positive comments	Negative or neutral comments
"Fair Overdue"	*"More work for volunteers"*
"Positive"	*"Difficult Impossible Unfair"*
"Fair"	*"Space"*
"Needed Appropriate Timely"	*"Funding support"*
"Timely Great Fair"	*"Already doing lots"*
"Great idea"	*"People resources Poor infrastructure Collaboration"*
"Hopeful"	*"Unsure"*
"Obvious"	

"positive necessary"	
"Great Timing Workload"	
"Neccessary Inevitable Welcomed"	
"Fair Positive Welcome"	
"Reasonable Logical Simple enough"	

Menti Q.3 How easy will it be for your club to implement these actions?

21 participants answered this question. 13 participants (62 participants) said that that their club will be able to implement actions easily. Six clubs (29 per cent) said that they were 'unsure'.

How easy will it be for your club to implement these actions?	Number of responses
Very easy – we are already doing a lot of the actions	7
Easy – we are already doing some of the actions	6
Unsure – I'm unclear at this stage	6
Hard – we have only just started doing a couple of actions	2
Very hard – we have not yet started any actions	0

Menti Q.4 What do you see as some of the benefits of implementing these actions?

19 participants answered this question and provided 25 responses. The responses were themed and categorised in the table below.

Theme	Number of responses	Percentage of responses
Increased inclusion and diversity	12	48%
Improved facilities	6	24%
Better access for women	5	20%
Increased membership levels	5	20%
Improved sense of community	3	12%
Increased funding	2	8%
Improved safety	1	4%
Better opportunity for professional development	1	4%

A selection of illustrative verbatim quotes

- *"Increased access for everyone who wants to participate."*
- *"Upgraded facilities"*
- *"More Female members"*
- *"Stronger community"*
- *"Funding from council for facilities"*
- *"Providing pathways for professional progression."*

Menti Q.5 What do you see as some the challenges in implementing these actions?

21 participants answered this question and provided 27 responses. The responses were themed and categorised in the table below.

Theme	Number of responses	Percentage of responses
Lack of funding	8	30%
Lack of space and facilities	7	26%
Timing concerns	4	15%
Lack of volunteers or participants	4	15%
Cohesion between different local government areas and codes	3	11%
Obtaining Council support	2	7%
Accepting change	1	4%

A selection of illustrative verbatim quotes

- *"Lack of funding"*
- *"Our club cannot achieve gender parity or equitable access within existing space allocations"*
- *"The time it will take and changing committee members"*
- *"Volunteer shortages"*
- *"different councils, with different approaches"*
- *"Change where others struggle with change"*

Menti Q.6 How can Council support you in implementing these actions?

20 participants answered this question and provided 20 responses.

Theme	Number of responses	Percentage of responses
Provide facility upgrades	6	30%
Provide funding	6	30%
Ensure that Council communicates with sporting clubs	4	20%
Review space allocation	4	20%

Advertising and promotion	2	10%
Ensure alignment and coordination between governing bodies	1	5%

A selection of illustrative verbatim quotes

- *"Our facility has poor / old female change rooms"*
- *"funding for programs to participate for families including women to help confidence to participate"*
- *"One on one meetings onsite at the facilities"*
- *"Be open to changing the space allocation policy"*
- *"Promotion and assistance with programs encouraging participation"*
- *"Ensure alignment and coordination between governing bodies"*

Engagement with Glen Eira senior's women's football team

An engagement session was held with the Glen Eira senior's women's football (soccer) team on **24 July 2024.** The team is comprised of women aged 18 years and over, with most aged in their late teens and early- to mid-twenties. **10** young women engaged in the session along with their coach.

The session took place at the start of one of their training sessions at Lord Reserve in Carnegie. The session included a presentation about the fair access engagement, followed by an engagement activity using menti.

The questions and findings from this menti activity are outlined below.

Menti Q.1 What community sport do you play?
10 participants answered this question, and all responses were 'Soccer' or 'Soccer / Football'.

Menti Q.2 How many years have you been involved in community sport?
Nine participants answered this question. Seven have been involved in community sport for more than 10 years.

Years involved	Number of responses	Percentage of responses
6–10 years	2	22%
10+ years	7	78%

Menti Q.3 Do you feel welcome at your club?
10 participants answered this question. Eight confirmed that they always feel welcome at their club.

Response	Number of responses	Percentage of responses
Always	8	80%
Mostly	2	20%

Menti Q.4 What would help you feel more welcome?
Eight participants answered this question. All responses received are detailed below.

"more women in coaching"
"more social"
"Having more consistent coaching and access to facilities as women"
"having our own spaces - rooms etc dedicated"
"A dedicated coach provided by the club. Menstrual amenities available in all unisex examples"
"Having our games not put last on the schedule"
"Better regulation of who uses the pitches and when (between men and women), more female participation in clubhouse work eg canteens"
"Familiarity with team/club through more training sessions"

Menti Q.5 Have you ever been or observed your team members, coaches, volunteers being treated unfairly (at this or any other sporting club)?
Eight participants answered this question. 100 per cent answered **'Yes'**.

Menti Q.6 Describe how you have been treated or observed unfair behaviour?
Seven participants answered this question. All responses received are detailed below.

"Amenities not available. Assuming someone is a mum instead of a player."
"Instances where female teams left with no change rooms, once we booked a pitch to play and the men saw it was 'vacant' and played on our pitch instead. Leaving us to forfeit."
"the boys have been prioritised over the girls, especially in development trainings"
"Ignored as the coach of the team, ignored as the President of the club, yelled at, aggressive behaviour"
"being excluded when there weren't enough rooms & also not being able to join a gendered team"
"Majority through priority of male teams being of more important than female, through resources, ground availability / space, coaching resources"
"One time there was a clash of games and the pitch had been double booked and our team had come from far away as well but the boys team were automatically given preference there was no consideration"

Menti Q.7 Describe in one or two words your initial thoughts about the fair access policy and action plan?
A word cloud tool was used for this question. Nine participants provided responses. Both the word cloud and responses are recorded below.

All responses were positive and supportive of the *Policy* and *Action Plan*.



"Important to have"
"Needed Hopeful"
"Great initiative step one"
"equal encouraging"
"Not-just-unisex Fair"
"Good initiative About time Great"
"Good idea welcoming"
"Hopeful Necessary Equality"
"Good"

Menti Q.8 What actions do you think will help level up the playing field for women and girls?

10 participants answered this question. All responses are detailed below.

"More consistent coaches. More facilities and options for teams"
"women specific gear/equipment, more access to grounds and facilities, push women sport more, more engagement in community"
"Focus on making things equitable not just accessible. Women have different needs and those need to be thought about. We don't have the same needs and we must acknowledge this."
"Access to more facilities, priority access"
"more teams, women in coaching, development programs, retention for the girls growing up"
"Continuously pushing for it, reminding people, calling out inappropriate behaviour"

Have equal opportunity for pitch availability and equipment division
"- promotion of womens sports in the media which is beginning to happen - encouraging team sport retention from a young age (most people i know stopped community sports at around 16/17)"
"Perhaps better regulation on maintaining/sharing sports equipment. More female coaches and leaders."
"More resources across the board, ground space, quality coaching, facilities - will all result in new recruits and retention"

Menti Q.9 If you could change one thing in community sport what would it be?
Nine participants answered this question. All responses are detailed below.

"More female coaches"
"Have trained coaches for the younger girls as much as the younger boys"
"the retention for teen girls because so many of them leave around 15"
"Listen to women's needs and take action. Don't just let them into the boys club."
"more engagement across whole club not just specific teams with each other,' plus wider community"
"More space"
"Gendered stereotypes and barriers for women continuing to participate in sport"
"More investment in maintaining grounds and facilities"
"the idea that girls should opt out or other things are more important than them playing"

Interview with 19-year-old senior women's soccer player

During this engagement, we were introduced to a 19-year-old woman who has been playing soccer for a local community sporting club since the age of 12. She recognised the impact that gendered issues were having on girls playing soccer and chose this topic for a university assignment. She produced a video for the assignment and has given permission to share it via this link: https://youtu.be/hwxVO2wa7ck

We conducted an interview with her to get greater insight into her views and feedback. This is a summary of her responses.

What is your interest in the topic of gender equity and fair access in sport?

- Sport has always been part of my life. Over the years I have seen how sport is very powerful. Intersects with a lot of issues, sport and family, sport and gender, sport and politics, sport and justice.
- Noticed the issues early about gender inequity in sport.
- As a society we often talk about these issues at a larger/national scale (with examples), but ultimately it comes from a grass roots level.

Having done some research on this topic for your university studies, what are your:

a) Key findings or outcomes.

- I noticed the different opinions coming from different people. Spoke with coaches, club president. The opinions of young girls were interesting. What I noticed was that the Matilda's were a positive role model for them, and they could see what could be possible. I don't remember having role models like this when I was their age– not like the Matilda's. And that's within the space of a decade.
- Examples I can share of gender inequity includes – fighting for a pitch with the men and no change facilities for women's / girls' teams. Disheartening to see that male dominance is still so prevalent even hearing these young girls talk about it.
- Another instance was when only our women's team had clashes with guernsey in our league, forcing us to change our sock colours unlike the other teams at the club. Extra financial burden.
- Community sport is beyond what most people might think. It is an opportunity to address physical, mental, social, emotional, and spiritual components of health and wellbeing.

b) Thoughts on what needs to change to improve fair access.

- Having an intersectionality lens – everyone is coming from different walks of life.
- There are two elements: 1) the development of sport and 2) the development through sport. Participation is essential for both, but the purposes vary.
    - development of sport, is about leadership, athlete progression and the possibility of an elite sport pathway via community level etc.
    - development through sport is community oriented. Sport has the ability to achieve community orientated objectives and address social agendas, such as community cohesion, gender, health and wellbeing.

Do you have any key messages you would like Council to consider?

- The priority for men's use of the sports grounds is evident. However, it's not so much about the grounds. It more about the pavilions – how they make you feel, whether they are welcoming and respectful. There is a need to make sure inclusion is available within facilities – that allows people to have a sense of belonging and a sense of purpose. Mackie Road Reserve is an example of a pavilion that is not welcoming.
- Often on game day (home or away) it is not just reflecting on the game itself, but rather the time off the pitch and in between games. These facilities need to allow appropriate space for teams to bond and share and have personal care for athletes, irrespective of the team or league they're in.
- Level of leadership and governance roles for women is also important.
- Importance of social media in supporting accessibility. Social media is many things, but as a tool, it has a lot of potential to be used in the right way. Trying to promote governmental bodies and plans may be tricky at times. But through online platforms, it can help promote this ideology of 'fair access' between leagues and across sport codes. Especially encouraging the younger demographics.

Thoughts on the *Policy* and *Action Plan*

- The Policy and Action Plan are a good example of how these gender inequity issues should/can be addressed in a policy context.

Email and social media submissions

Two additional forms of feedback were received, one by email and one through a Facebook post.

One of the submissions expressed concern about transgendered women players, suggesting the preference for them to play within in their own sex class.

The second submission identified the need to expand fair access beyond gender and to include other disadvantaged groups such as older adults, people from multicultural backgrounds and people with disability. It also referenced challenges to participation due to lack of access to grounds in Glen Eira and financial barriers to accessing swimming at GESAC.

Have your say online community survey

A community survey was available on Council's Have Your Say platform for four weeks from **24 July to 21 July 2024.** During this period there were 726 views, 627 visits and a total of **74** survey submissions received.

The survey consisted of six questions about the *Policy* and *Action Plan* and five questions on the demographic profile of respondents.

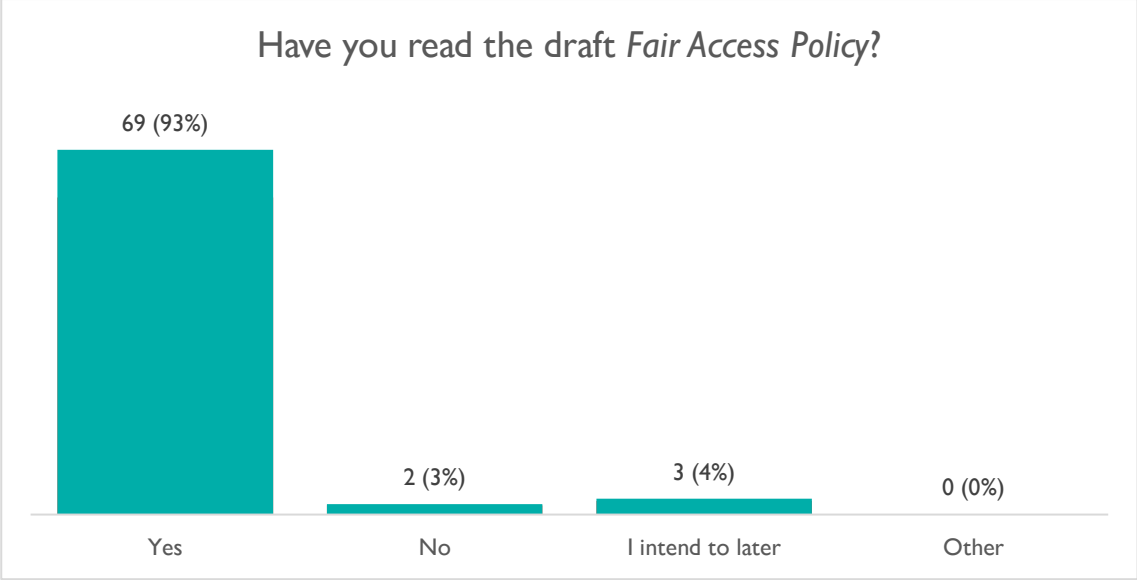
It included a combination of closed and open questions and rating and select box questions.

The engagement findings of this survey are provided in detail below.

Question one asked survey respondents: Have you read the draft *Fair Access Policy*?

This was a required question. It received a 100 per cent response rate (74 respondents).

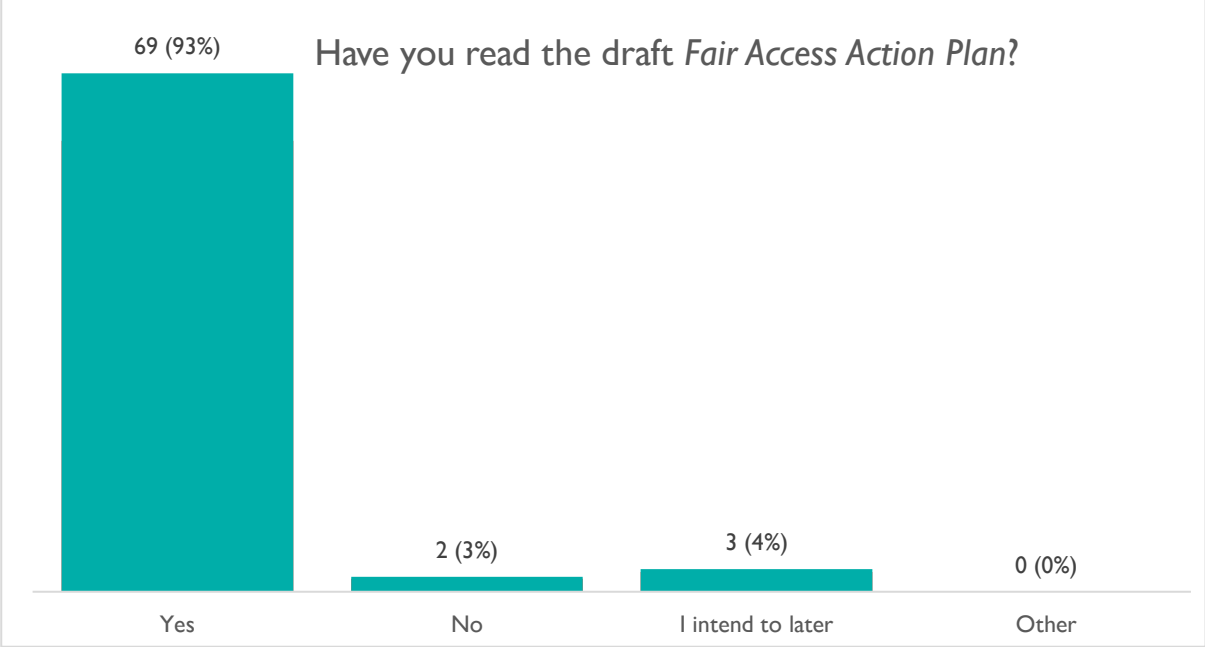
The majority, 93 per cent (69 respondents) confirmed 'yes', they had read the *Fair Access Policy*.



Question two asked survey respondents: Have you read the draft *Fair Access Action Plan*?

This was a required question, and it received a 100 per cent response rate (74 respondents).

The majority, 93 per cent (69 respondents) confirmed 'yes', they had read the *Fair Access Action Plan*.

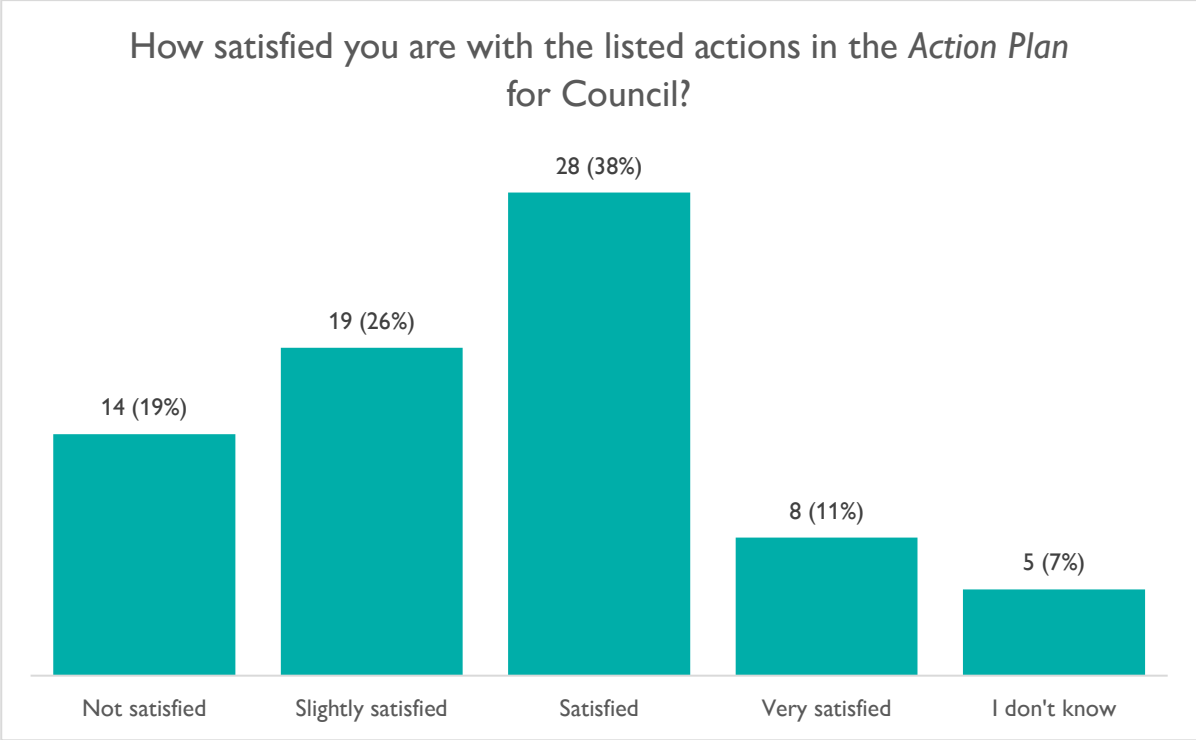


Question three asked survey respondents: How satisfied are you with the listed actions in the *Action Plan* for a) Council and b) sporting clubs, leagues and sporting associations?

This was a required question, and it received a 100 per cent response rate (74 respondents).

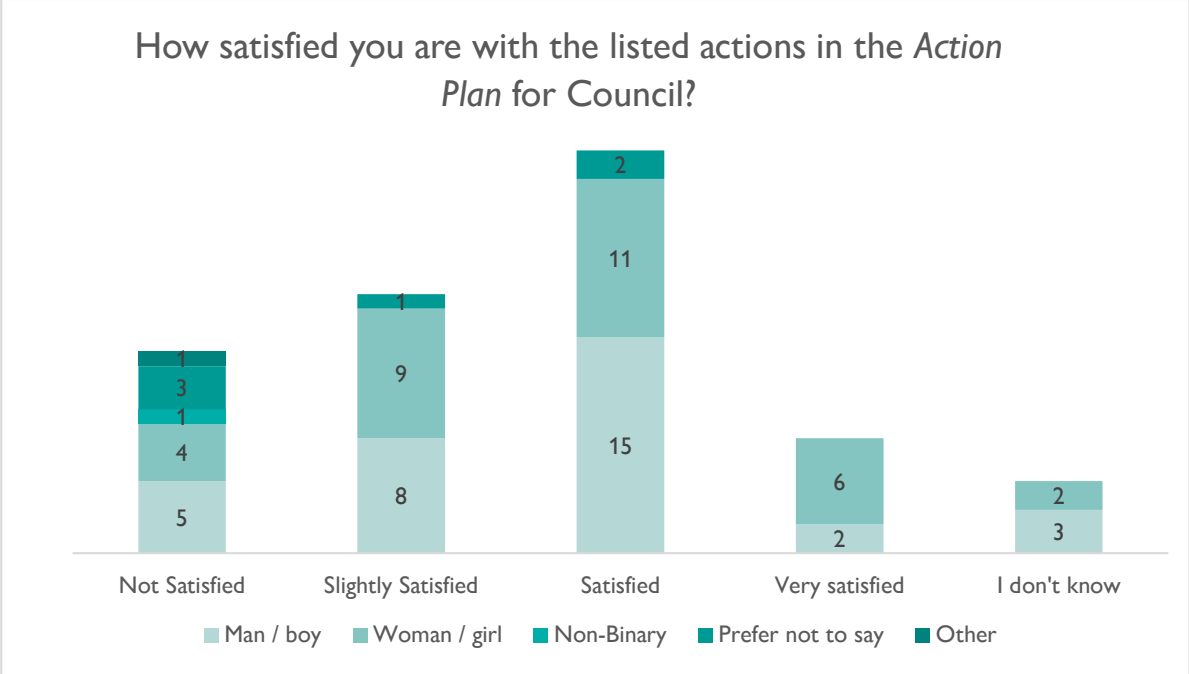
Council actions

- 49 per cent (39 respondents) were satisfied or very satisfied with the listed actions for Council in the *Action Plan*.
- 26 per cent (19 respondents) were slightly satisfied with the listed actions for Council in the *Action Plan*.
- 19 per cent (14 respondents) were not satisfied with the listed actions for Council in the *Action Plan*.



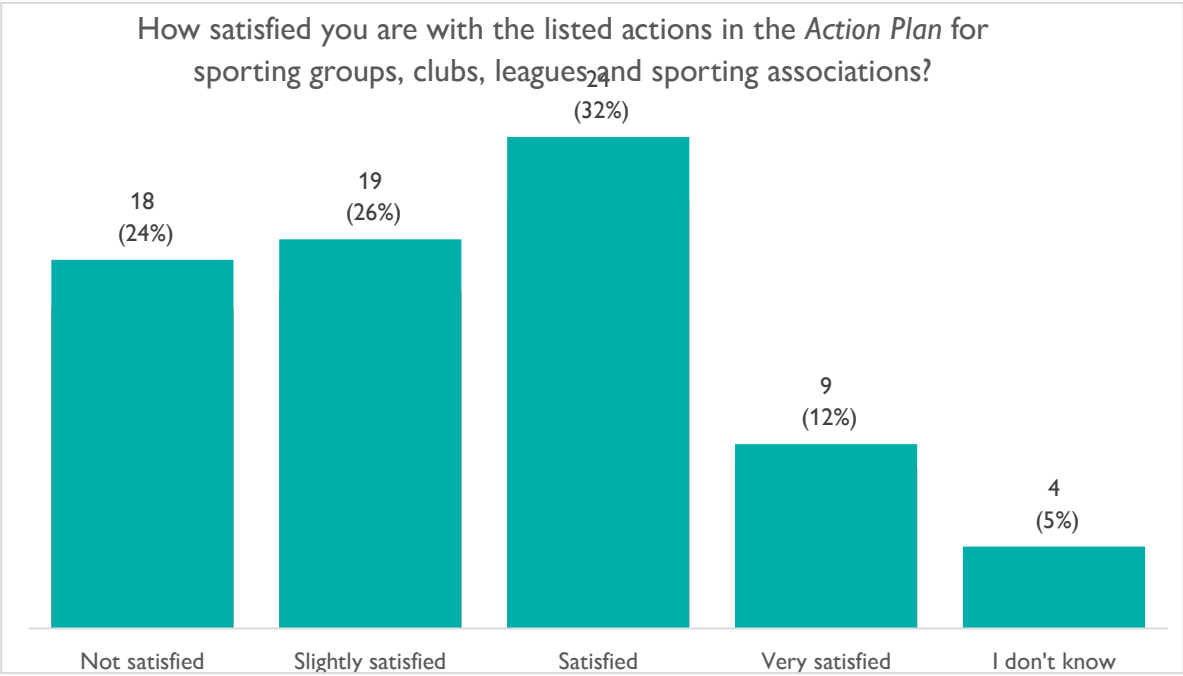
The results were further split by gender to see if there were any gender differences in results. The results came out the same.

- 17 men/boys and 17 women/girls were satisfied or very satisfied with the listed actions for Council in the *Action Plan*.
- 8 men/boys and 7 women/girls were slightly satisfied with the listed actions for Council in the *Action Plan*.
- 5 men/boys and 4 women/girls were not satisfied with the listed actions for Council in the *Action Plan*.



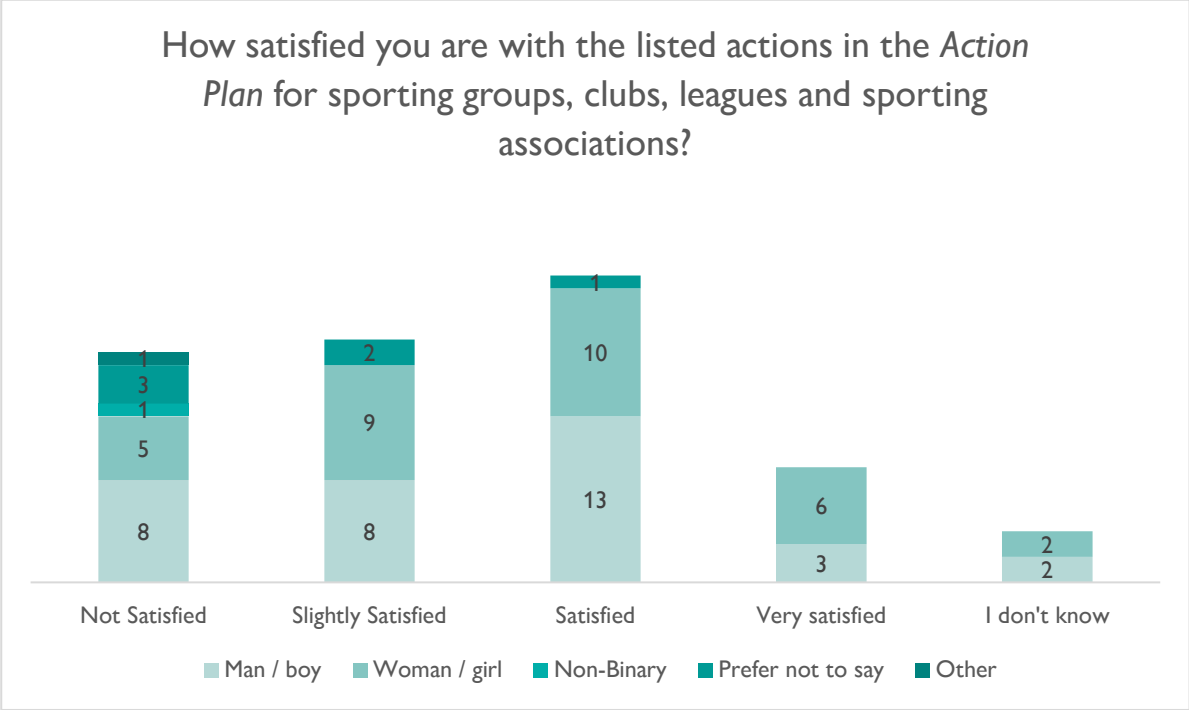
Sporting Club actions

- 44 per cent (33 respondents) were satisfied or very satisfied with the listed actions for sporting clubs in the *Action Plan*.
- 26 per cent (19 respondents) were slightly satisfied with the listed actions for sporting clubs in the *Action Plan*.
- 24 per cent (18 respondents) were not satisfied with the listed actions for sporting clubs in the *Action Plan*.



The results were further split by gender to see if there were any gender differences in results. The results were similar, with slightly more women choosing very satisfied and less women choosing not satisfied.

- 16 men/boys and 16 women/girls were satisfied or very satisfied with the listed actions for sporting clubs in the *Action Plan*.
- Eight men/boys and nine women/girls were slightly satisfied with the listed actions for sporting clubs in the *Action Plan*.
- Eight men/boys and five women/girls were not satisfied with the listed actions for sporting clubs in the *Action Plan*.



Question four asked survey respondents: Are there any changes or future actions you could suggest for Council to progress fair access?

This was an optional free text question. 72 per cent (53 respondents) answered this question and 28 per cent (21 respondents) skipped it. All responses have been analysed and categorised into themes in the table below. Themes with less than two responses have not been included.

Theme	Number of responses	Percentage of responses
Review allocations and access to pavilions and grounds to enable greater participation.	22	42%
Provide quality facilities and grounds with equal consideration to all sports (including all weather pitches) to promote fair access for all.	17	32%

Strengthen principle six - Council to allocate infrastructure to clubs that demonstrate a commitment to gender equity.	8	15%
Provide adequate and safe change rooms for women/girls (sex based not just unisex, with adjustable signage).	5	9%
Support greater female participation at all levels from players to committees.	3	6%
Seek greater funding for infrastructure for pavilions, synthetic pitches, lighting.	3	6%
Policy looks fine.	3	6%
No further comments	3	6%
Support greater participation of players with disability.	2	4%
Provide training, guidance and education on the inclusion of trans and gender diverse people.	2	4%
Provide more grounds and access to more open space and parks.	2	4%

Question five asked survey respondents: Are there any changes or actions you could suggest for sporting groups and clubs to progress fair access?

This was an optional free text question. 69 per cent (51 respondents) answered this question and 31 per cent (23 respondents) skipped it. All responses have been analysed and categorised into themes in the table below. Themes with less than two responses have not been included.

Theme	Number of responses	Percentage of responses
Improve access and quality of sporting grounds to increase opportunities and participation.	14	27%
Promote and require female participation in sport at all levels.	6	12%
Make sure facilities, training and fixtures are available for women at the same level as men.	5	10%
No further comments.	5	10%
Provide more soccer and synthetic pitches.	4	8%
Invest and provide more support and resources to sporting clubs.	4	8%
Exclude gender diverse people from playing in women's teams (provide mixed competitions).	3	6%
Provide appropriate and accessible facilities for women and girls (e.g. bathroom facilities for women/girls with sanitary bins, facilities for women umpires).	3	6%
Clubs are doing their best with what they have.	3	6%

Reclaim land at Caulfield Racecourse Reserve.	2	4%
Use non-discriminatory inclusive language.	2	4%
Prioritise the needs and safety of children.	2	4%
Council and sporting clubs to work together.	2	20%

Question six asked survey respondents: Do you have any other feedback about the *Policy* or *Action Plan*?

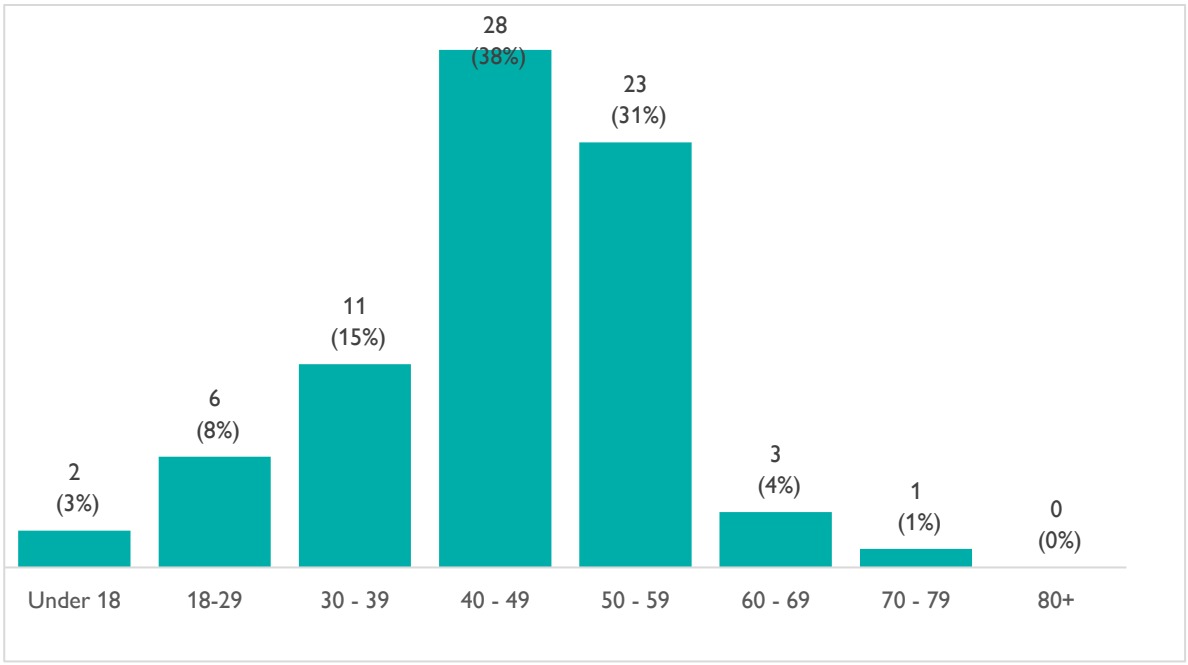
This was an optional free text question. 62 per cent (46 respondents) answered this question and 38 per cent (28 respondents) skipped it. All responses have been analysed and categorised into themes in the table below. Themes with less than two responses have not been included.

Theme	Number of responses	Percentage of responses
Clubs need upgraded facilities and sufficient space and grounds to train, play and grow.	12	26%
Support soccer with better grounds, with all year-round play, to be inclusive of age, ability and gender.	7	15%
No further comments.	7	13%
Implement this policy and action plan to reduce gender gap in community sports and report on this.	4	9%
Important to include gender diverse people.	3	7%
Protect girl and female only spaces.	3	7%
Support clubs more with more resources and funding.	3	7%
Guard against established dominated sports getting lions share.	2	4%
Clubs doing the best they can.	2	4%
Positive views of fair access policy and action plan in improving gender equity in sport.	2	4%
Adding to the work of volunteers who are overworked and difficult to recruit.	2	4%

Demographic profile

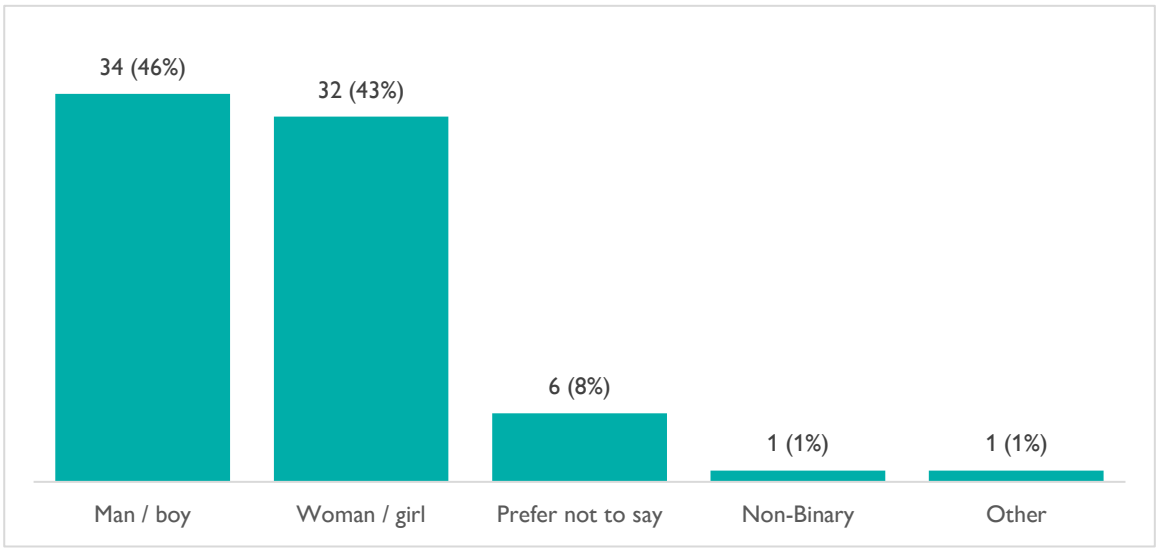
Question seven. My age is

This was an optional, single choice question. The age group most represented was 40–49 with 38 per cent (28 respondents), followed by the 50–59 age group with 31 per cent (31 respondents). All age groups were represented except individuals aged 80 years and over.



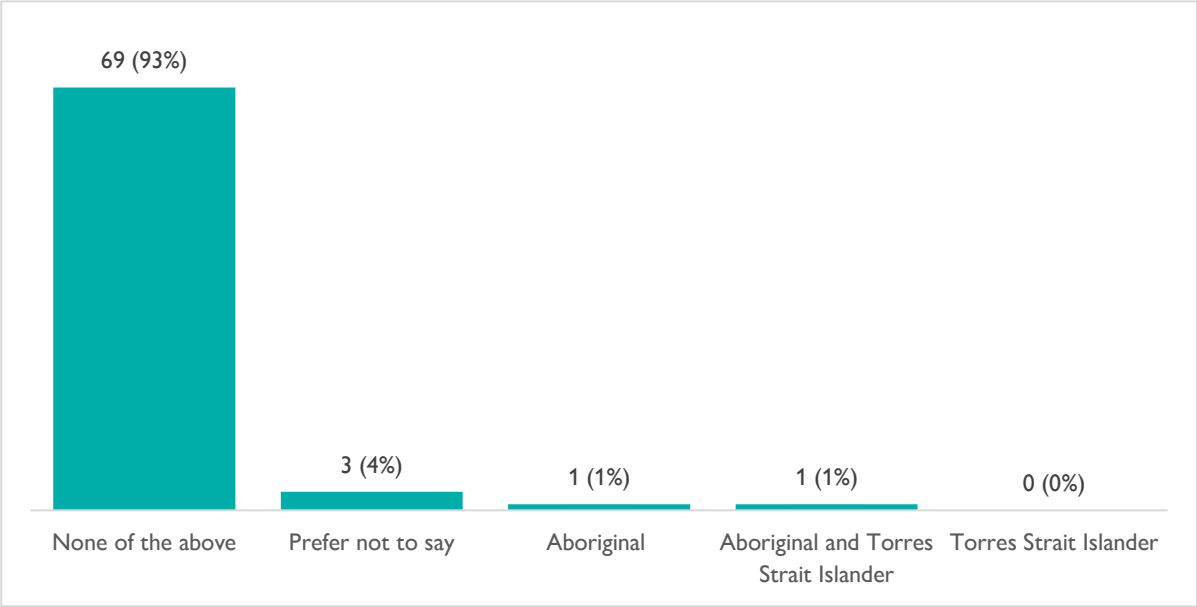
Question eight. My gender is.

This was an optional, single choice question. The highest represented gender was man/boy at 46 per cent (34 respondents), followed closely by woman/girl at 43 per cent (32 respondents).



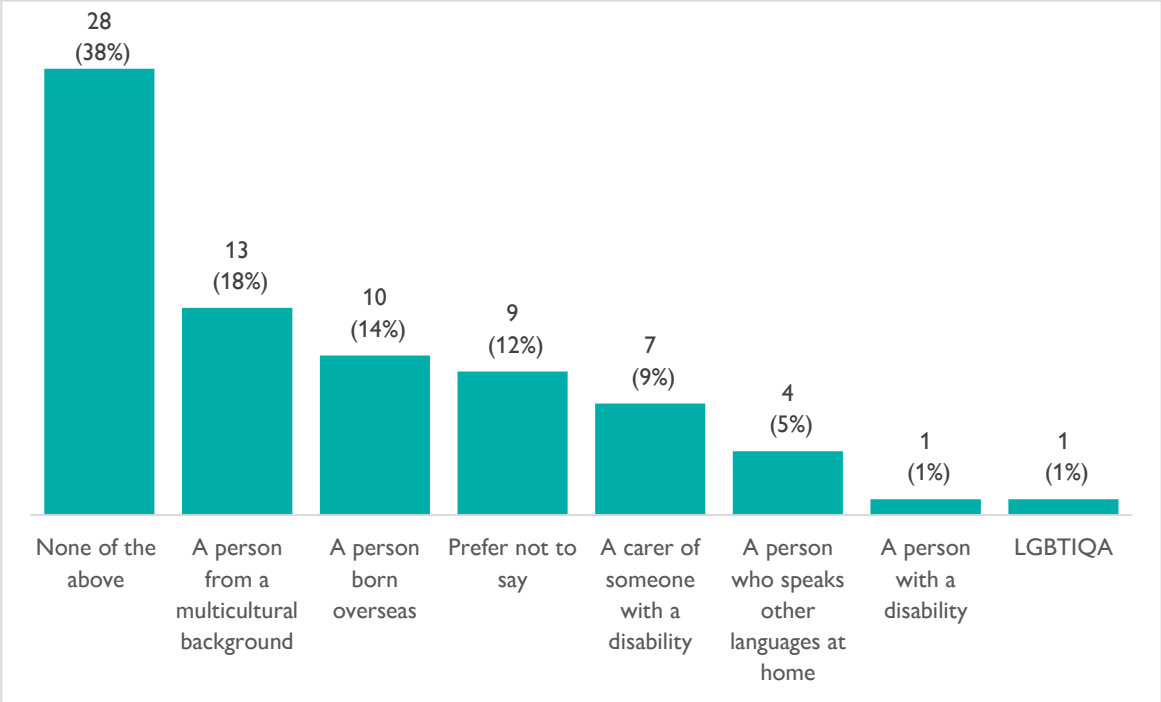
Question nine. I am a First Nations person who identifies as.

This was an optional, single choice question. 93 per cent (69 respondents) indicated that they did not identify as a First Nations person. One person identified as Aboriginal, and one identified as Aboriginal and Torres Strait Islander.



Question ten. I identify as:

This was a multi choice question. The highest representation of diverse identity included 18 per cent (13 respondents) who came from a multicultural background, 14 percent (10 respondents) were born overseas and nine per cent (seven respondents) who identified as a carer of someone with a disability.



Question eleven. The suburb I live in is:

This was a single choice question. Carnegie was the most represented suburb with 16 per cent (12 respondents), this was followed by Caulfield North with 12 per cent (nine respondents) and Murrumbeena with 11 per cent (eight respondents).

All Glen Eira suburbs were represented except for Caulfield East.

