



Fair Access in Sport Policy

Engagement Outcomes Report

April 2024



This report provides a summary of the input provided by the community into the development of Fair Access in Sport Policy for Murrindindi Shire Council. Feedback was gathered in two stages. Stage one occurred between 12 October 2023 and 19 November 2023 and focused on gathering localised feedback on access and participation in sport and recreation. Stage two occurred from 1 March 2024 to 5 April 2024 and provided an opportunity for the community to review the draft policy. The feedback received has been summarised within this report for information of Council and the community.

Version 1 – Post Stage One Community Consultation – Feb 2024

Version 2 – Post Stage Two Community Consultation – Apr 2024

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Stage One

Consultation snapshot

A period of community consultation was undertaken from 12 October 2023 to 19 November 2023.

Through the community consultation the following contributions were made:

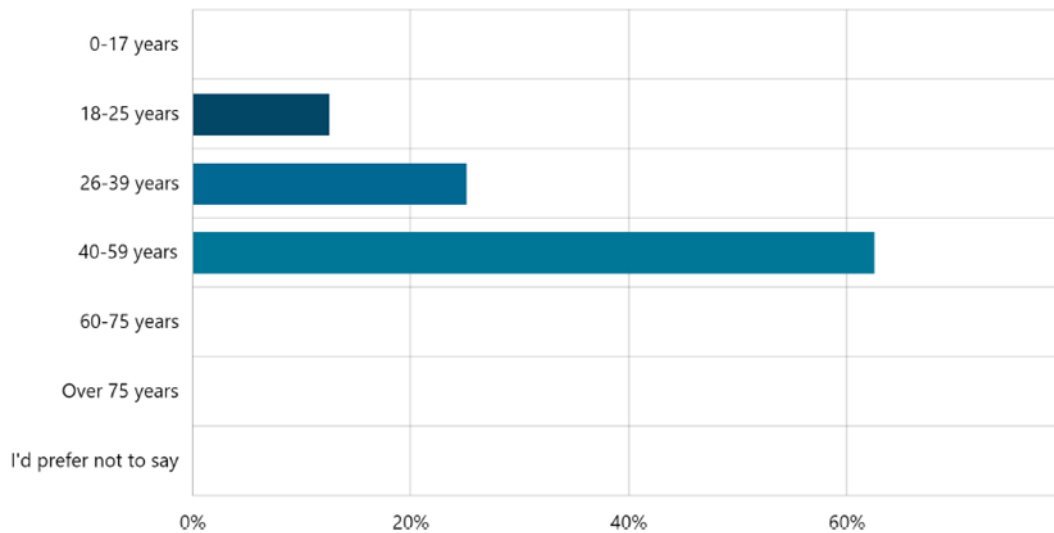
- 16 individual survey responses
- 7 sporting club responses

Who did we hear from?

Individual Responses

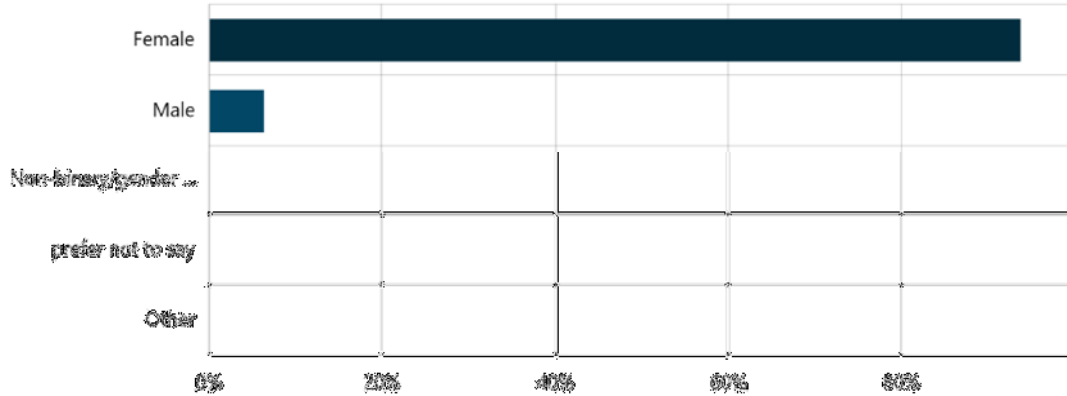
10. What is your age group?

Multi Choice | Skipped: 0 | Answered: 16 (100%)



11. How do you describe your gender?

Multi Choice | Skipped: 0 | Answered: 16 (100%)



What did we hear?

What are the reasons that prevent you from feeling safe, welcome and included in community sport and recreation?

- 40% identified access (distance from work or home)
- 40% identified child caring responsibilities or lack of child care
- 33% say that scheduling of sport is not suitable
- 33% say that cost to participate is a barrier
- 20% say that there is not enough time or they competing demands

Gender equity initiatives implemented by clubs

- 57% have undertaken deliberate actions resulting in equal representation of women on the club committee
- 43% have implemented ground or facility usage policies supporting equitable use
- 43% have undertaken initiatives targeting additional participation by women to play or coach
- 29% have had club officials complete gender equality training
- 29% have club policies regarding gender equity



Stage Two

Consultation snapshot

A period of community consultation was undertaken from 1 March 2024 to 5 April 2024.

There were four contributions to the second stage of community consultation with 189 unique visitors to the consultation landing page on Council’s engagement platform, The Loop. Three contributors strongly supported the policy and provided commentary including strong support for improving facilities for women and girls; appreciating the recognition of the participation gap between men and women; recognising all genders and non-binary people; and the need to also consider people with a disability. The fourth contributor did not provide a rating for level of support of the policy, rather provided commentary about supporting women and girls in sport but presented strong views around the inclusion of trans and non-binary participating in sport alongside women and girls.

Who did we hear from?

Age

- Two contributions were from individuals 50+ years of age.
- One contribution was from an individual 25 to 34 years of age.
- One contribution was from an individual 35 to 49 years of age.

What did we hear?

Level of support for the draft policy

Three contributors provided a rating for their level of support for the draft policy. Acknowledging the small sample size, 100% of contributors strongly supported the draft policy.

TOTAL	Strongly support	Somewhat support	Neutral	Somewhat oppose	Strongly oppose
3	3 100%	0 0%	0 0%	0 0%	0 0%

Other: 1

Appendices – All Contributions (Stage Two)

This table provides a summarised version of all contributions received during the stage two community consultation phase which asked what aspects of the policy people liked, anything missing in the policy and any final comments. Not all comments are verbatim from those received and may have been simplified or clarified. Comments have been categorised to allow for further analysis.

No.	Ref. #	Level of Support	Comments	Response	Changes Made?
1	4723	Strongly support	More accessible for disabilities, especially bathroom facilities. And inclusion encouraging clubs, to run all abilities clinics. shire is way behind in inclusivity and inclusion in sporting clubs	Noted. The policy currently refers to intersectionality which means considering other elements of a person's identify – including disability. Also, Council is currently developing a 'Lens Tool' which will provide a way for Council officers to consider different viewpoints in the development of policies, projects and programs – this will include people with a disability.	No
2	4720	Strongly support	Upgrading the local facilities to allow for women to feel comfortable. As a local sport loving girl it's be great to see more fairness	Noted. The Action Plan identifies the development of infrastructure as a key pillar on achieving the outcomes of the Fair Access in Sport Policy.	No
3	4715	Strongly support	The inclusiveness of the policy, and that it specifically includes and mentions all genders and non binary people. I appreciate the under representation of women and girls in sport and specifically addressing that. I wonder whether it needs to be more specific that you're including women - in that you're including women who are trans and non-binary people who may feel comfortable in women's spaces. An example of this might be in language use that says "women, women-identifying individuals, and non-binary and gender non-conforming people who are comfortable in a space that centers the experiences of women". It's long winded but ensures you're including those who are often excluded. There's so much awful anti trans and hate towards non gender conforming folk, that I think this is such an important step. I love that the Shire is doing this. Thank you for listening and thinking inclusively about people in your constituency. (Even when the hate spews from some on socials and in local print mediums.)	Noted. Whilst not disagreeing with the comments regarding language and the challenge in making everybody feel included (or not excluded), the language used within the draft policy has been based upon templates from the Office for Women in Sport and Recreation and will remain in place.	No
4	4671	Other	Like - The introduction on the website that described it as being a policy to improve the options for women and girls in sport. Final comments - I took exception to all of the wording related to biological males dressing up as females, and the assumption that they would be competing in women's sport. I took exception to the relevance of any wording related to sexuality - you're not organising a brothel. It is irrelevant to sport, and should not be in any policy, draft or final.	Noted. The intention of the policy is to ensure sport and recreation is accessible for all people, with a focus on identifying and eliminating the causes of gender inequality. It is also noted that rules regarding participating in specific competitive sport leagues which may be gender-based is outside the scope of this policy.	No



End

