



**CROQUET**  
**NEW SOUTH WALES**

## **EQUITABLE ACCESS AND USAGE POLICY**

Community Sport Infrastructure

	<b>Revision History</b>
New Policy	Released February 2024

<b>Review Dates</b>
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## 1. Purpose

The Policy provides a management framework to address barriers experienced by women and girls in accessing and using community sport infrastructure. The purpose is to ensure all voices, concerns, and experiences, are an integral dimension of the design, implementation, monitoring of policies and programs.

The Policy aims to ensure Croquet NSW INC complies with all current legislation and related policies and seeks to strengthen community sports participation, wellbeing, and connectivity.

The Policy aims to progressively build capacity and capability at CROQUET NSW INC in identification and elimination of systemic causes of gender inequality in community sport infrastructure design, policy, program development and delivery, communication and delivery of sport and related services in all community sport infrastructure.

Community engagement and consultation starts in the design phase of any new, upgraded, or repurposed community sport infrastructure. It also critical in development of policy and design of programs and/or services offered at the venue.

Croquet NSW INC acknowledges that it's important to consider and prioritise all current and future planning, policy, service delivery and practice as they relate to community sports infrastructure. Croquet NSW INC aims to:

- Ensure women and girls have equitable access to sport and recreation facilities.
- Foster positive sport and recreation participation experiences for women and girls.
- Increase utilisation of sport and recreation facilities by women and girls.

We acknowledge that the sport of croquet is different to most other sports in that all genders compete equally and often together in teams and against each other in competition, and that has been the historical relevance of our sport.

We also acknowledge that this is a sport that can be played socially, competitively, and casually, by any age and of varying abilities.

Croquet NSW already has an Anti-Discrimination Policy which we have adopted. This policy builds on that work already undertaken and is adopted based on the draft policy prepared by the NSW Office for Sport.

## 2. Background

Sport and active recreation are an important part of our communities. Sport provides the opportunity for enriching our communities through the promotion of respect and fair mindedness for all people, while also supporting the physical and mental wellbeing of all in our community. Sport reaches across age, gender, cultural background, and demographic groups. Whether it is performed at a grassroots or elite level, it can be a vehicle for community identity and pride. The sport and active recreation sector strengthens social networks and builds a sense of belonging for participants.

Croquet NSW INC wants to increase sport and active recreation opportunities and participation rates for everyone. However, CROQUET NSW INC understands women and girls across NSW do not currently have equal access to community sport and recreation and unfortunately, it is still common for facilities to be poorly designed to meet the expectation of women and girls and men and boys are often given the best<sup>1</sup> and most popular training times as well as being allocated to the best and newest facilities.

Croquet NSW INC wants to ensure sport and active recreation facilities are welcoming, equitably accessible, safe, and inclusive for all, and any barriers are removed to ensure women and girls feel included and sport participation for women and girls increases. CROQUET NSW INC will engage fairly with the sport workforce, user groups and the community.

Croquet NSW INC is well positioned to design and implement place-based, actions plan/s that progress gender equity in community sport.

### 3. Statement of Intent

This Statement of Intent establishes the expectation that gender equality is considered and prioritised in all current and future planning, policy, service delivery and practice as they relate to community sports infrastructure. Croquet NSW INC recognises that gender equality is:

- the attainment of equal rights, responsibilities, and opportunities of women, men, trans and gender diverse people. 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.
- the provision of fairness and justice in the distribution of benefits and responsibilities based on gender. The concept recognises that people may have different needs and power related to their gender and these differences should be identified and addressed in a manner that rectifies gender related imbalances.

### 4. Principles

The Equitable Access and Use Policy has six principles that guide and provide clear direction for change. The Equitable Access and Use Policy and any related action plan are based on these six principles of inclusivity, full participation, equal representation, encouraging and supporting user groups, and prioritising user groups committed to equality.

1. Community sports infrastructure and environments are genuinely accessible, welcoming, safe, and inclusive.
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.
3. Women and girls will have equitable access to and use of community sport infrastructure:
  - a. of the highest quality available and most convenient

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<sup>1</sup> best looks different for everyone. For some it may mean more family friendly or convenient training times, safe and private access to change facilities, cultural change to include women and girls in social events and on club committees, increased access to sports fields for training or scheduling of grand finals at a time suitable to allow spectator support.

- b. at the best<sup>1</sup> and most popular competition and training times and locations
  - c. to support existing and new participation opportunities, and a variety of sports.
4. Women and girls should be equitably represented in the sport sector workforce including in leadership and governance roles.
  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.
  6. Prioritise access, use and support to all user groups who demonstrate an ongoing commitment to gender equitable access and use of allocated community sport infrastructure.

## 5. Policy

### 5.1 Croquet NSW INC Acknowledges:

- i. the disadvantaged position some individuals have had in the sport and recreation sector because of their gender,
- ii. that achieving gender equality will require diverse approaches for women and girls to achieve similar outcomes for people of all genders; and
- iii. that achieving equality will require diverse approaches for men, people with disability, First Nations peoples, LGBTQIA+ people and people from culturally and linguistically diverse communities to achieve similar outcomes for all people.

### 5.2 Croquet NSW INC Will:

- i. engage fairly and equitably 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. engage in the process of Gender Impact Assessments (GIA) to assess the implications for women and girls of any planned action, including policies and communications; and
- iii. engage with the broader sport community to assess the implications for men, people with disability, First Nations peoples, LGBTQIA+ people and people from culturally and linguistically diverse of any planned action, including policies and communications.

## 6. Scope

The scope of the Policy is to support Croquet NSW INC to take positive action towards achieving gender equity in the access and usage of community sports infrastructure. The Policy applies to the following community sport infrastructure/facilities:

	Facility	Location
1.	Tempe	Mackey Park, 1 Richardsons Cres, Marrickville

The Policy applies to:

- Any policies, programs, communications, and services as they relate to community sports infrastructure.
- The design, construction of new and improved and ongoing maintenance of community sport infrastructure.
- All community sports infrastructure managed by CROQUET NSW INC.

## 7. Compliance and Monitoring

Croquet NSW INC commits to undertake a GIA on all current community sports infrastructure access and use policies and processes, and to consider opportunities to strengthen gender equitable access and use of community sports facilities in line with the Principles.

Croquet NSW INC commits to developing an Action Plan to remove barriers and improve gender equitable access and use of community sports facilities in alignment with the Principles.

The Action Plan will have clear indicators to ensure identified actions can be measured and monitored. Data and feedback collected will continually be used to inform decision making, assess the Action Plan implementation and analyse the effectiveness of the outcomes. Success of outcomes should be measured individually, as a user group (community sport user) and any broader societal change. The Action Plan should monitor metrics as well as qualitative measures of stakeholder or cultural change.

CROQUET NSW INC recognises an approved Equitable Access and Usage Policy, and action plan is required by 30 June 2024 to remain eligible for funding under the Level the Playing Field Program.

## 8. Related Policies and Legislation

- Guidelines for the inclusion of transgender and gender diverse people in sport – Australian Human Rights Commission, 2019
- Sport 2030 – Australian Sports Commission, 2018
- Sex Discrimination Act 1984 (Cth)
- Anti-Discrimination Policy, Croquet NSW, 2018

## 9. Acknowledgements

*The Office of Sport would like to acknowledge the work of Office for Women in Sport and Recreation, Sport and Recreation Victoria and VicHealth. The Office of Sport has Equitable Access and Use Policy template has been developed in line with work undertaken as part of Victoria Government's Fair Access Policy.*

## 10. Key Terms

**Active recreation** is defined as physical activity for the purposes of relaxation, health and wellbeing or enjoyment which can be self-directed or facilitated by a provider or organisation.

**Community Sports Infrastructure** refers to local, rural, regional, or state level sport and recreation infrastructure operated and maintained primarily for the purpose of facilitating community sport activities, including sporting grounds, surfaces, facilities, and associated amenities.

**Gender** refers to how you understand who you are and how you interact with other people. Many people understand their gender as being a man or woman. Some people understand their gender as a mix of these or neither. A person's gender and their expression of their gender can be shown in different ways, such as through behaviour or physical appearance.

**Gender Equality** focuses on the equal rights, responsibilities and opportunities of women, men, trans and gender diverse people. Equality does not mean that everyone will become the same, but that their rights, responsibilities, and opportunities will not depend on their gender. This ensures that everyone has equal opportunities despite existing inequalities.

**Gender Equity** is the provision of fairness and justice in the distribution of benefits and responsibilities on the basis of gender. The concept recognises that people may have different needs and power related to their gender and that these differences should be identified and addressed in a manner that rectifies gender related imbalances.

**Gender Impact Assessment, or GIA**, an assessment carried out on an organisation's policies, programs and services which have a direct and significant impact on the public. The assessment must evaluate the effects that a policy, program or service may have on people of different genders.

**Inclusive** as well as providing access, inclusive spaces, sport infrastructure and activities strive to remove obstacles and barriers that prevent people of all genders, ages, abilities (both physical and mental) and cultural backgrounds from being able to participate.

**Sport** is defined as physical activity that can be undertaken by a team or an individual in a social or competitive environment in pursuit of a result. It can be organised or less formal with a greater focus on social outcomes.

**Workforce** are people engaged in or available for paid or unpaid work (volunteering) within the sport ecosystem.