

Hume Fair Access Policy Action Plan (2025 –2027)

This Hume Fair Access Policy (the Policy) Action Plan details key actions to be undertaken over the next three-year period (2025 – 2027) to align with the six guiding principles and commitments outlined in the Policy:

Principle 1 – Infrastructure

Community sports and active recreation infrastructure are genuinely welcoming, safe and inclusive.

Principle 2 – Roles in Sport

Women, girls and gender diverse people will be encouraged to participate in all aspects of community sport and active recreation including as a player, coach, administrator, official, volunteer and spectator.

Principle 3 – Allocation and Scheduling

Women, girls and gender diverse people will have fair access to and use of community sport and recreation infrastructure which is of the highest quality, at the most convenient location and times and includes new opportunities and sports.

Principle 4 – Leadership

Women, girls and gender diverse people should be equitably represented in leadership and governance roles in the sporting environment.

Principle 5 – Culture and Environment

Encourage and support all user groups who access community sport and active recreation infrastructure to understand, adopt and implement gender equitable access and use practices that are genuinely welcoming, safe and inclusive.

Principle 6 – Reward, Celebrate and Prioritise

Prioritise access, use and support to all user groups who demonstrate ongoing commitment to gender equitable access and use of allocated infrastructure.

The Policy Action Plan:

- Outlines specific steps Council will take to ensure the successful implementation of the Policy
- Details a range of actions designed to align with the policy's objectives and to ensure that key goals are met effectively and efficiently.
- Will provide a framework for monitoring progress and assessing outcomes to address challenges or emerging priorities.

Hume Fair Access Policy Action Plan | Years 1- 3

Action ID	Action	Principle Alignment	Responsible	Timeline		
				2025	2026	2027
HFAAP1: Hume Fair Access Assessment Toolkit	Develop and deliver the Hume Fair Access Information & Assessment Toolkit (Toolkit) to guide Hume Sports Clubs/Associations & Facility Managers in assessing and implementing actions aligning with the Fair Access Principles.	1,2,3,4,5 & 6	Sport Development & Inclusion Officer (Lead) Community Organisations	Develop Toolkit Deliver two stakeholder information sessions.	Deliver two stakeholder information sessions.	Deliver two stakeholder information sessions. Conduct Toolkit review to consider improvements
HFAAP2: Club Action Plan	Work with Hume Sports Clubs, Associations & Facility Managers to develop Fair Access Action Plans through State Sporting Association (SSA's) initiatives or the Hume Toolkit.	1,2,3,4,5 & 6	Sport Development & Inclusion Officer (Lead) Clubs/Associations, Community Organisations State Sporting Associations	Ongoing	Ongoing	Ongoing
HFAAP3: Gender Impact Assessment (GIA)	Complete a GIA and consider the principles of Fair Access for new or renewed community sports infrastructure projects or strategies.	1	Council Officers responsible for sporting infrastructure & strategies	Integrate GIA in the Project Management Framework	Ongoing	Ongoing

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HFAAP4: Training and Education	<p>Deliver a Development Training Program for Hume sports clubs/associations to increase capacity to be welcoming, safe, accessible and inclusive for the Hume community</p> <p>Promote training, mentoring and workshop opportunities for women, girls and gender-diverse people in playing, coaching, administration, officiating, volunteers, leadership and spectator development.</p> <p>Relevant Council staff to attend sector training and awareness programs in relation to Fair Access</p>	2, 3, 4 & 5	<p>Sport Development & Inclusion Officer (Lead)</p> <p>Community Organisations</p> <p>State Sporting Associations</p> <p>Clubs/Associations</p> <p>Northwestern LGAs</p>	<p>Develop an Annual Club Development Program</p> <p>Deliver 4 training sessions</p> <p>Promote one training workshop</p> <p>Relevant Hume Officers to attend one training session</p> <p>Conduct an annual review of the program to inform next year's program</p>	<p>Develop an Annual Club Development Program</p> <p>Deliver 4 training sessions</p> <p>Promote one training workshop</p> <p>Relevant Hume Officers to attend one training session</p> <p>Conduct an annual review of the program to inform next year's program</p>	<p>Develop an Annual Club Development Program</p> <p>Deliver 4 training sessions</p> <p>Promote one training workshop</p> <p>Relevant Hume Officers to attend one training session</p> <p>Conduct review of the program to inform next Action Plan</p>
HFAAP5: Come & Try Event	Support and promote Hume clubs/associations to host 'Come and Try' Events or sporting activations, targeting women, girls and gender diverse people	2	<p>Sport Development & Inclusion Officer (Lead)</p> <p>Clubs/Associations</p> <p>State Sporting Associations</p>	Support Come & Try Events	Support Come & Try Events	Support Come & Try Events

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HFAAP6: Funding	<p>Advocate to State and Federal Government and other relevant organisations for funding to support gender inclusive infrastructure upgrades and programs</p> <p>Support local sports clubs/associations who are achieving Fair Access Commitments for project and funding opportunities.</p>	1	<p>Coordinator Grants and Projects (Lead)</p> <p>Active Living Department</p> <p>Local Clubs/Associations</p>	Ongoing	Ongoing	Ongoing
HFAAP7: Policies	<p>Ensure the principles of Fair Access are considered when renewing current Hume Policies in relation to sports infrastructure, allocation and development.</p>	1	<p>Active Living Department (Lead)</p>	Ongoing	Ongoing	Ongoing
HFAAP8: Hume Gender Equity in Sport Network (HGESN)	<p>Facilitate meetings of the HGESN focusing on Fair Access.</p> <p>Promote and encourage women, girls and gender diverse people to join the HGESN.</p>	1,2,3,4,5 & 6	<p>Sport Development & Inclusion Officer (Lead)</p> <p>Communications</p> <p>Community Organisations</p>	<p>Meetings and Expression of Interest (EOI) Promotions on a Quarterly basis</p>	<p>Meetings and EOI Promotions on a Quarterly basis</p>	<p>Meetings and EOI Promotions on a Quarterly basis</p>

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HFAAP9: Data Collection	Collaborate with SSA's to collect and assess data relative to women, girls and gender diverse people's participation in all sports and, accessibility to Hume facilities on an annual basis.	3	Sport Development & Inclusion Officer (Lead) Active Living Department State Sporting Associations Local Clubs/Associations	Complete 2024/25 Hume Participation Database	Complete 2025/26 Hume Participation Database	Complete 2026/27 Hume Participation Database
HFAAP10: Marketing	Develop a Fair Access Marketing Strategy which includes: <ul style="list-style-type: none"> • Webpage dedicated to Fair Access • Online marketing campaign • Development of promotional material • Development of case studies of clubs/associations who champion Fair Access 	2,3,4,5 & 6	Sport Development & Inclusion Officer (Lead) Active Living Department Communications	Phase 1- Develop marketing plan (MP) and implement Year 1 Actions	Phase 2- Implement Year 2 MP actions	Phase 3- Implement Year 3 MP actions
HFAAP11: Accreditation	Explore the development of a Hume Inclusive accreditation system for clubs as a recognition tool in being an inclusive club	2,3,4,5 & 6	Sport Development & Inclusion Officer (Lead) Active Living Department	Research and Consultation	Using the findings from the research, develop options to consider how to recognise inclusive clubs	Confirm a system to acknowledge Hume inclusive clubs

