

Sporting Grounds and Pavilion Allocation Policy 2023

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1. POLICY OBJECTIVE

The aim of the policy is to maximise shared use of sporting grounds and pavilions in a manner which minimises unnecessary wear and damage to sporting facilities and to ensure that the sporting grounds and pavilions are presented in the best possible condition.

The policy will provide a framework for the allocation of sports grounds and pavilions to ensure that maximum utilisation of Council infrastructure can be facilitated. This will ensure that sports clubs will be allocated adequately depending on the composition and needs of the users' participants (e.g., junior, youth, senior and masters participants).

This policy will also clarify the responsibility of maintenance and improvement works to ensure facilities are maintained to Council's standards.

2. BACKGROUND

This policy seeks to enhance the utilisation of Council facilities by ensuring sporting users are allocated appropriately to meet the needs and growth of the club (where possible) and maximise the utilisation of infrastructure.

This policy seeks to maintain the quality and cleanliness of Council facilities and a system of sign-off by user groups on pavilion condition at the end of each inspection.

The following factors have been considered in the development of this policy:

- The implementation of the Victorian Governments' Fair Access Policy Roadmap which aims to improve the access to, and use of, community sports infrastructure for women and girls.
- The use of Council assets by sustainable clubs that are inclusive and provide participation opportunities for children and youth as per the Make Your Move Greater Dandenong Physical Activity Strategy 2020-2030.
- Many sports clubs have contributed to the upkeep or enhancement of pavilions and would want to ensure they are maintained in good order.
- Council has invested substantial funds in developing sporting grounds and pavilions with an emphasis on shared use.
- There is a continuing need for inspections and proper maintenance as a proactive approach to facility use.
- The capacity of sporting grounds needs to be considered to ensure the surface can remain in an acceptable condition for all users and usage levels do not result in unnecessary over expenditure of Council's allocated maintenance budget. Capacity refers to the level of use during allocated times compared to the maximum level of use recommended.
- The condition of sports pavilions needs to be enhanced.
- Council, sports clubs and other users have a responsibility to ensure that the pavilions are appropriate for the intended purpose and that they are used and managed in a safe and clean condition.

Council conducts detailed inspections of pavilions during and at the end of each season to ensure they are maintained and handed over to the next tenant in a clean and safe condition. Regular inspections of sports grounds are also carried out by Council to ensure they remain in a safe and acceptable condition.

3. SCOPE

This policy covers the management of seasonally allocated sports grounds and pavilions located within the City of Greater Dandenong including Dandenong Police Paddocks. There are numerous pavilions and sporting grounds covered by this policy which are allocated to clubs such as cricket, football (AFL and soccer), rugby league, baseball, softball, hockey and athletics.

The policy does not cover leased sports and leisure facilities such as tennis courts, bowls clubs, aquatic centres and stadiums that hold lease, licence or management agreements. Cricket clubs that use turf wicket grounds should also refer to the Cricket Wicket Policy.

4. DEFINITIONS

Fair Access Policy Roadmap	The Victorian Government Fair Access Policy Roadmap outlines the key steps for the implementation of the Fair Access Policy and <i>Gender Equality Act 2020</i> for Local Governments and sport and recreation organisations.
Sports Field	A sports field relates to a rectangular sporting ground (not an oval), for example soccer, rugby or hockey.
Gender Equality	Equality of rights, opportunities, responsibilities, and outcomes between persons of different genders.
Gender Impact Assessment	<p>A requirement of the <i>Gender Equality Act 2020</i> is to undertake gender impact assessments on all policies, programs and services which impact the public. The assessment:</p> <ul style="list-style-type: none">▪ Assesses the effects that the policy, program or service may have on persons of different genders▪ Will define the needs of persons of different genders▪ Addresses gender inequality; and▪ Promotes gender equality.
Junior Development Program	A junior development program is defined as any program which is specifically for participants aged under 18 years old. The program can be an official registered program (e.g., Auskick, Cricket Blast, Mini Roos) or a club-based program.
Occupancy Requirements	Is defined as the requirements as detailed in the hire agreement that the sports club or user group is required to adhere to during their occupancy.
Monash Health 'Healthy Sports Club Initiative'	The initiative encourages clubs to create healthier environments that promote good health and wellbeing. For more information go to: https://monashhealth.org/services/health-promotion/healthy-sports-clubs/ or contact Council's Sport and Recreation Development Officer.

Pavilion	The building allocated for the seasonal club use, which may include associated facilities such as score boards, coaches boxes, separate storage infrastructure, etc.
Payment Plan	In accordance with Council's Debt Recovery Policy, clubs that have debt to Council may be placed on a payment plan. The policy provides further detail on the process and requirements.
Sporting Ground	A sporting ground is any specifically defined outdoor space which is used for organised sport. Should a club seek to use this space they are required to submit an allocation application.

5. POLICY

5.1 ALLOCATION PERIOD

Council allocates sporting grounds and pavilions at recreation reserves on a seasonal basis through a transparent application process. There are two seasons, summer, and winter.

The seasonal dates are:

- Winter: 1 April to 31 August
- Summer: 1 October to 28 February

If pavilions and/or sporting grounds are required for finals commitments (training or matches) during March or September, prior written approval from Council is required. In the case of matches Council requires the competition organiser (i.e., league, association) to complete the allocation process. Several factors are taken into consideration by Council in assessing applications for finals matches, including ground maintenance requirements and the needs of the incoming sports club for the following season.

The process of allocation involves sports clubs signing a Hire Agreement created for the specific user and the facilities allocated. The Agreement includes the conditions of use and specific days and times allocated for club usage. Breaches of the Hire Agreement, including facility usage outside the allocated times and non-payment/outstanding fees and charges, may result in the allocation being revoked or future allocations being declined.

Sports clubs are not permitted to use pavilions and grounds outside of their approved times unless prior arrangements have been confirmed by Council, in which case casual hire charges will apply.

If a sports club needs to alter the times of ground/facility usage during the season, an amended Hire Agreement must be issued by Council.

During a club's allocation period, Council may allocate sports ground and pavilion use to casual hirers at times outside of the sports club's allocated usage. Clubs or associations are not permitted to sublet or hire Council's grounds or pavilions to a third party.

5.2 ALLOCATION

5.2.1 Sports Club Allocation

Allocation of Council's grounds and pavilions to sports clubs is via an application process prior to each season. Allocations are conditional on the club meeting allocation requirements detailed below and acceptance and adherence to the Hire Agreement terms and conditions.

Council is committed to the implementation of the Victorian Government's Fair Access Policy which aims to improve the access to, and use of, community sports infrastructure for women and girls, which was introduced in August 2022. The below details the requirements for new and existing sports clubs to be considered for an allocation of Council's grounds and pavilions.

All New and Existing Sports Clubs:

- a. Are an incorporated organisation.
- b. Hold current Public Liability Insurance.
- c. Agree to and signing of a dedicated Hire Agreement.

The following requirements of this policy will be phased in from April 2024, winter season:

Timeframe (stages)	User
From April 2024 (Stage 1)	<p data-bbox="483 1010 839 1043"><u>Both New and Existing Users:</u></p> <ol style="list-style-type: none"> a. Provide documentation of completed Gender Impact Assessment and implemented actions. b. Provide copies of any documented policies or procedures addressing equitable participation and use of Council facilities. c. Have at least 25 per cent female representation on the club's committee of management. d. Have at least one junior team or conduct one junior development program. e. Have at least one female team or conduct a program with female participants. Note that the junior program (d) can double as the female program provided it is mixed gender with at least one female participant. <p data-bbox="483 1473 727 1507"><u>Existing Users Only:</u></p> <ol style="list-style-type: none"> f. Have complied with all previous occupancy requirements. g. Demonstrate that the user is solvent and has paid all their debts to Council, unless on a current and approved payment plan. h. Implemented the Monash Health 'Healthy Sports Clubs Initiative' including the following components: <ol style="list-style-type: none"> i. Smoke Free Clubs (Mandatory) ii. Responsible Alcohol Consumption (Mandatory) iii. At least one of the following other components: <ul style="list-style-type: none"> ○ Healthy food and beverages ○ Inclusion ○ Injury Prevention ○ Mental Wellness ○ Physical Activity and Active Recreation ○ Preventing Drug Harm ○ Sun Protection

<p>By April 2026 (Stage 2)</p>	<p><u>New Users:</u></p> <ol style="list-style-type: none"> a. Provide documentation of completed Gender Impact Assessment and implemented actions (if not previously completed). b. Provide copies of any documented policies or procedures addressing equitable use and access of Council facilities (if not previously completed). c. Have at least 25 per cent female representation on the club’s committee of management. d. Have at least one junior team or conduct a junior development program with at least five (5) participants. e. Have at least one female team or conduct a program with female participants with at least five (5) participants. Note that the junior program (d) can double as the female program provided it is mixed gender with at least five (5) female participants. <p><u>Existing Users:</u></p> <ol style="list-style-type: none"> a. Provide documentation of completed Gender Impact Assessment and implemented actions (if not previously completed). b. Provide copies of any documented policies or procedures addressing equitable use and access of Council facilities (if not previously completed). c. Have at least 40 per cent female representation on the club’s committee of management. d. Demonstrate that scheduling of club training was ‘fair’ for both genders in the previous season and that this is aligned with the club’s gender impact assessment. e. Had at least one junior team or conduct a junior development program with at least five (5) participants in the previous season. f. Had at least one female team or conduct a program with female participants with at least five (5) participants in the previous season. Note that the junior program (e) can double as the female program provided it is mixed gender with at least five (5) female participants. g. Have complied with all previous occupancy requirements. h. Demonstrate that the user is solvent and has paid all their debts to Council, unless on a current and approved payment plan. i. Implemented the Monash Health ‘Healthy Sports Clubs Initiative’ including the following components: <ol style="list-style-type: none"> i. Smoke Free Clubs (Mandatory) ii. Responsible Alcohol Consumption (Mandatory) iii. At least one of the following other components: <ul style="list-style-type: none"> ○ Healthy food and beverages ○ Inclusion ○ Injury Prevention ○ Mental Wellness ○ Physical Activity and Active Recreation ○ Preventing Drug Harm ○ Sun Protection
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By April 2027
(Stage 3)

New Users:

- a. Provide documentation of completed Gender Impact Assessment and implemented actions (if not previously completed).
- b. Provide copies of any documented policies or procedures addressing equitable use and access of Council facilities (if not previously completed).
- c. Have at least 40 per cent female representation on the club's committee of management.
- d. Have at least one junior team or conduct a junior development program with at least ten (10) participants.
- e. Have at least one female team or conduct a program with female participants with at least ten (10) participants. Note that the junior program (d) can double as the female program provided it is mixed gender with at least ten (10) female participants.

Existing Users:

- a. Provide documentation of completed Gender Impact Assessment and implemented actions (if not previously completed).
- b. Provide copies of any documented policies or procedures addressing equitable use and access of Council facilities (if not previously completed).
- c. Have at least 40 per cent female representation on the club's committee of management.
- d. Demonstrate that scheduling of club training was 'fair' for both genders in the previous season and that this is aligned with the club's gender impact assessment.
- e. Had at least one junior team or conduct a junior development program with at least ten (10) participants in the previous season.
- f. Had at least one female team or conduct a program with female participants with at least ten (10) participants in the previous season. Note that the junior program (e) can double as the female program provided it is mixed gender with at least ten (10) female participants.
- g. Have complied with all previous occupancy requirements.
- h. Demonstrate that the user is solvent and has paid all their debts to Council, unless on a current and approved payment plan.
- i. Implemented the Monash Health 'Healthy Sports Clubs Initiative' including the following components:
 - i. Smoke Free Clubs (Mandatory)
 - ii. Responsible Alcohol Consumption (Mandatory)
 - iii. At least one new component from the below list, not previously implemented, in addition to continuing the implementation of the previous seasons' component.
 - Healthy food and beverages
 - Inclusion
 - Injury Prevention
 - Mental Wellness
 - Physical Activity and Active Recreation
 - Preventing Drug Harm
 - Sun Protection

Users are required to submit a range of supporting documents to be considered for a seasonal allocation. These include the following:

- Certificate of Incorporation (COI).
- Public Liability Insurance (\$20 million).
- Annual General Meeting (AGM) Report and Minutes.
- Club Financial Statement.
- Club Strategic Plan and/or Business Plan.
- Liquor Licence Certificate (if applicable).
- Food Registration Certificate (if applicable).
- Good Sports Level (if applicable).
- A list of members with a Working with Children Check (only applicable for clubs with participants under 18 years old).
- A list of members with a First Aid qualification.
- A list of club participants/players postcodes.

5.2.2 Associations / League Scheduling

Any district, regional or state associations or leagues who are responsible for the scheduling of matches or other activities at Council sporting grounds and/or pavilions are required to:

- Provide documentation demonstrating a completed Gender Impact Assessment and any actions identified.
- Provide copies of the association or league’s documented policies, procedures and/or protocols that promote equitable use and access of Council facilities.
- Council will prioritise capital works at facilities used by associations/ leagues that meet the Fair Access Policy requirements.

5.2.3 Natural Turf Ground Capacity

The usage levels of natural turf sporting grounds must be adequately controlled to maintain good turf quality for users. Winter sports cause the most stress to natural turf surfaces. As such, allocations take into consideration maximum weekly usage capacities for each sports ground. The capacity for each sports ground has been determined based off an independent assessment of each ground and the various characteristics that contribute to its capacity (e.g., drainage, lighting, irrigation, soil profile).

The following are the winter usage capacity limits for all forms of activities (e.g., training and matches) at the respective sporting grounds. Council reserves the right to alter these limits subject to local conditions at the time and/or as ground improvements are completed. Note that reserves allocated to winter synthetic wicket cricket are excluded from the below table due to the low usage hours and resulting low impact on the grounds.

Should a sports club require usage hours that exceeds a given ground’s maximum weekly usage capacity, the club will need to apply for the additional hours at an alternate ground as part of the seasonal allocation process and/or as a casual booking request.

Sporting Ground	Maximum Weekly Usage (hours)
Alex Nelson Reserve	25
Barry Powell Reserve – Oval 1	25
Barry Powell Reserve – Oval 2	25
Coomoora Reserve – East Field	20

Coomoora Reserve – Centre Field	20
Coomoora Reserve – West Field	20
Dandenong Park – Shepley Oval	25
Edinburgh Reserve	25
Fotheringham Reserve	25
George Andrews Reserve – Field 1	25
George Andrews Reserve – Field 2	15
Greaves Reserve – Oval 1	25
Greaves Reserve – Oval 2	25
Greaves Reserve – Oval 3 – Field 1	25
Greaves Reserve – Oval 3 – Field 2	25
Greaves Reserve – Oval 4 – Field 1	25
Greaves Reserve – Oval 4 – Field 2	25
Keysborough College - Banksia Campus	20
Lois Twohig Reserve – Oval 1	25
Lois Twohig Reserve – Oval 2	25
Lois Twohig Reserve – Field	20
Lyndale Secondary College – Field 1	15
Lyndale Secondary College – Field 2	15
Noble Park Reserve	25
Norman Luth Reserve – Field 1	20
Norman Luth Reserve – Field 2	20
Parkfield Reserve – Field 1	25
Parkfield Reserve – Field 2	25
Police Paddocks Soccer Precinct – Field 1	15
Police Paddocks Soccer Precinct – Field 2	25
Police Paddocks Soccer Precinct – Field 3	25
Police Paddocks Baseball/Softball Precinct – Diamond 1	25
Police Paddocks Baseball/Softball Precinct – Diamond 2	25
Police Paddocks Baseball/Softball Precinct – Diamond 3	25
Police Paddocks Baseball/Softball Precinct – Diamond 4	25
Police Paddocks Baseball/Softball Precinct – Diamond 5	25
Police Paddocks Cricket Precinct – Field	20
Robert Booth Reserve – Diamond 1	25
Robert Booth Reserve – Diamond 2	25
Ross Reserve – North Oval	20
Ross Reserve – South Oval	25
Rowley Allan Reserve	25
Springvale Reserve	25
Ian Tatterson Leisure Park – Oval 1 – Field 1	20
Ian Tatterson Leisure Park – Oval 1 – Field 2	20
Ian Tatterson Leisure Park – Oval 2 – Field 1	25
Ian Tatterson Leisure Park – Oval 2 – Field 2	25
Ian Tatterson Leisure Park – Oval 3 – Field 1	25
Ian Tatterson Leisure Park – Oval 3 – Field 2	25
Thomas Carroll Reserve – East Oval	25
Thomas Carroll Reserve – West Oval	20
Wal Turner Reserve	25
Warner Reserve – Field 1	25

Warner Reserve – Field 2	25
Warner Reserve – Virginia Street	25

5.3 PRIORITISATION

Applications for use of Council’s grounds and pavilions will be considered favorably if the sports club actively:

- Provides participation opportunities for people with a disability through competition, programs, activities, and off-field administration/ volunteer roles.
- Provides activities or programs for City of Greater Dandenong community members outside of their core sport offerings. For example, ‘come and try days’, clinics for school groups, fitness classes, mental health promotion, homework clubs.

5.4 PRE-SEASON TRAINING AND COMPETITION

Sports clubs wishing to undertake training opportunities or organised competition outside their allocated season usage must apply to Council by submitting a casual hire application. This application will incur a charge as per Council’s current fees and charges, in advance of the intended usage period. Pavilion hire is not available for pre-season training and competition, however toilet access is available if applied for in advance.

Council will assess the request and availability of the sporting ground. Requests of a commercial nature will not be approved. Should the request not be possible due to ground maintenance, an existing seasonal club allocation or another allocation (e.g., event, casual booking, etc), every attempt will be made to identify alternative options.

In the circumstance where clubs wish to access pavilions out of season for non-training use, a written request must be forwarded to Council detailing the requirements of usage for consideration. Clubs found utilising facilities without permission, or an allocation, may have future allocation requests declined.

5.5 RELOCATION FROM ONE FACILITY TO ANOTHER

Council reserves the right to relocate a sports club/user group from one facility to another if it is deemed that the change in allocations provides an overall greater benefit to the community.

Reasons a club may be reallocated include:

- Change in the number of teams and/or club playing numbers.
- A sports ground or reserve no longer meets the needs of the club.
- Clubs reach higher/lower levels of competition resulting in increased/decreased facility requirements.
- As a requirement of the club’s affiliated competition.
- For the benefit of community sport in the broader municipality.

Council will liaise with sports club prior to any potential relocation coming into effect. Where possible, clubs will be provided with an opportunity to address/ improve the causes for the relocation being warranted.

5.6 SHARED USE – SEASONAL ALLOCATION

Shared use of pavilions by sports clubs at the same time will incur a shared charge. The shared charge will be determined on the allocated hours applied for by all allocated clubs within the facility. An example of percentage fees is shown below.

Total hours of facility use	Club A		Club B		Club C	
	Hours of use	%	Hours of use	%	Hours of use	%
45	20	44	15	33	10	23

This provides an incentive for shared use of Council facilities at the same time, where they do not require sole use of a facility.

5.7 INSPECTIONS

A transition period of up to four (4) weeks occurs at the end of each season (depending on competition fixtures and finals games), during which time club representatives will be asked to attend an end of season changeover inspection and to confirm the inspection report for the pavilion. This pavilion inspection report will be prepared by Council and will be signed by the outgoing tenants.

The signed report noting any cleaning, maintenance or repairs required will be processed by Council officers for record and follow up action. Council is responsible for arranging remedial work or repairs to facilities where necessary, however all other cleaning works will be the responsibility of the outgoing sports club/s. Club maintenance responsibilities are outlined in the hire agreement.

Council may inspect the sports facilities at any stage during the tenancy. There will be an initial inspection and at least two other inspections conducted by Council officers during the season. As part of the Building and Facilities Asset Management Plan for all Council facilities, the Building Maintenance department will also carry out regular asset condition inspections and reports.

Clubs are responsible for maintaining and using appropriately any waste and recycling infrastructure supplied to them including:

- Internal pavilion waste and recycling bins.
- 240 litre waste and recycling bins, used for regular waste and recycling collections.
- Educational signage associated with waste and recycling.

The cost of repair or replacement of waste and recycling infrastructure identified during the changeover inspection will be charged to the clubs.

Following an inspection of the sports pavilion by Council, the sports club/ user group will be advised of any maintenance or cleaning required to be carried out either by the club or by Council (as per the maintenance responsibilities outlined in the hire agreement). Normal fair wear and tear is excluded. If any cleaning is required by the club and it is not completed within the timeframe required, or to the satisfaction of Council, Council will organize the cleaning to be carried out to a satisfactory level and the costs will be charged to the club.

5.8 SPORTING GROUND AND PAVILION DAMAGE

Clubs must cover the full costs to repair any damage to sporting grounds and pavilions that has been caused during club usage, that is outside regular wear and tear. A club's bond may be accessed by Council to cover these costs. Should the costs of repair/cleaning exceed the amount of the bond, the club will be charged the additional costs incurred by Council.

In instances where damage has occurred a penalty bond of \$1,000 will be levied against the club for the next season's allocation. Fifty per cent of the penalty bond (\$500) will be refunded at the end of the following season should no damage be found at the season handover. The remaining \$500 will be held by Council as the club's ongoing bond.

Council has the right to refuse a tenancy application from a club where there is a history of poor asset maintenance or non-payment of fees and charges to Council.

5.9 TERMINATION OF ALLOCATION

Under extenuating circumstances, Council may consider terminating an allocation. Examples of those circumstances include non-payment of fees, sub-letting, hiring, continual disorderly conduct, or significant or recurring breaches of this policy and/or Hire agreement.

A process of resolution will be followed:

- i. Two written advice/ warnings to the Club with opportunities to address the issues.
- ii. Mediation meeting between Council and Club.
- iii. Notice of termination.

5.10 SHARED USE – CASUAL AND COMMUNITY USE

5.10.2 Informal/ Self-Organised Use

Council is committed to providing space at selected sporting grounds for informal/self-organised use where ground capacity is not at its maximum. This usage does not require a booking or fee to be paid and is not for club, event or association training or competition usage.

Council will advertise sporting grounds that can be used by the community at selected times. Please note that sports clubs that have a confirmed Council booking of a sporting ground at a specific time will have precedence over informal/self-organised users.

Council will not provide access to pavilions for informal/self-organised usage. Floodlighting may be available for use on some grounds, at no cost to the user.

5.11 BOOKED USE

During periods, days and times when grounds and pavilions are not allocated, Council may allow casual and community bookings. Council is not required to provide notice of these bookings to clubs. Council will use any area of the pavilion, including the multi-purpose/social spaces, kitchens/kiosks, change rooms, toilets,

offices and meeting rooms as needed. All Council-supplied furniture and appliances located within the facility are available for use by casual/community users. Casual bookings may also include use by Council.

A utilities levy (of no more than five per cent of average usage) will be applied for utilities costs for casual bookings.

Further information on casual use of sports grounds and pavilions can be found in Council's Multi-Purpose Use of Community Facilities Policy.

6. RESPONSE TO THE OVERARCHING GOVERNANCE PRINCIPLES OF THE LOCAL GOVERNMENT ACT 2020

Section 9 of the *Local Government Act 2020* states that a Council must in the performance of its role give effect to the overarching governance principles. These are:

- Priority is to be given to achieving the best outcomes for the municipal community, including future generations. In particular, the policy seeks to ensure that all residents are accorded respect, and the considerations of their needs, preference and circumstances influences the development of Council services.
- The economic, social and environmental sustainability of the municipal district, including mitigation and planning for climate change risks, is to be promoted. The policy requires gender equitable participation by sports clubs and also that clubs are financially sustainable.
- Collaboration with other councils, State and/or Federal Governments and statutory bodies is to be sought. This policy is based in part, upon an inspection of similar policies and plans among other councils.
- The ongoing financial viability of the Council is to be ensured. The policy sets clear parameters around Council's responsibilities to ensure that the provision of facilities is financially viable.
- The transparency of Council decisions, actions and information is to be ensured. Transparency is reflected in the preparation and content of this policy, which has been formed after consultation with the community, written in plain English to improve its accessibility, and will be disseminated to residents through appropriate media and means.

7. CHARTER OF HUMAN RIGHTS AND RESPONSIBILITIES ACT 2006 – COMPATIBILITY STATEMENT

The *Charter of Human Rights and Responsibilities Act 2006* has been considered in relation to whether any human rights under the Charter are restricted or contrived by the enactment of any part of this policy.

It is considered that the policy is consistent with the rights outlined in the Charter, and in particular, that it advances the following rights, through its emphasis upon respect and consideration of social diversity in all aspects of Council's conduct and in its consideration of engagement, inclusion and participation by all residents in our community:

- Freedom of thought, conscience, religion and belief (S. 14)
- Freedom of expression (S. 15)
- Peaceful assembly and freedom of association (S. 16)
- Taking part in public life (S. 18)
- Cultural rights (S. 19)

8. RESPONSE TO THE GENDER EQUALITY ACT 2020

The *Gender Equality Act 2020* requires that Councils “...must consider and promote gender equality; and take necessary and proportionate action towards achieving gender equality.”

In addition, Part One, Section 1(a) of the *Gender Equality Act 2020* requires gender assessments when “...developing or revising any policy of, or program or service provided by, the entity that has a direct and significant impact upon the public” - a provision which has been in effect since 31 March 2021.

This policy seeks to implement the Victorian Government’s Fair Access Policy, which was announced in August 2022, which aims to improve the access to, and use of, community sports infrastructure for women and girls.

A gender assessment has been completed and the policy addresses the *Gender Equality Act 2020* by including proportionate actions towards achieving gender equality. These include the following:

- That all sports clubs are required to complete a gender impact assessment and implement any actions identified.
- That all sporting associations or leagues who schedule competition matches utilising Council facilities are required to complete a gender impact assessment and implement any actions identified.
- Introduction of a new criteria for allocation of sports clubs that they must demonstrate female participation opportunities for players.
- Introduction of a new criteria for allocation of sports clubs that they must demonstrate female representation on their management committee.

This policy requires the development of female and/or junior (mixed) participation as a participation development pathway.

9. CONSIDERATION OF CLIMATE CHANGE AND SUSTAINABILITY

This policy considers the impact of Council’s Declaration on a Climate and Ecological Emergency, Council’s Climate Change Emergency Strategy 2020-2030 and the requirements of the *Local Government Act 2020* in relation to the overarching governance principle on climate change and sustainability.

Reliable access to water is critical to the playability of sport on summer sports grounds. Irrigation tanks are in place at most sports grounds which allows for water to be delivered to the ground, should the provision of water be restricted e.g. because of drought.

Extreme heat and the impact this has on participants will be managed as per existing association and league processes.

10. RESPONSIBILITIES

Responsibility will rest with the Sport and Recreation Unit to inform sports clubs about the content and meaning of this policy. This may entail promotions through the Council website, emails, and presentations. The Sport and Recreation Unit, Parks Unit and Building Maintenance Unit will be responsible for the implementation of the Council responsibilities contained within the policy. Sports clubs will be responsible for the implementation of the Club responsibilities contained within the policy.

11. REPORTING, MONITORING AND REVIEW

The Sport and Recreation Unit will monitor the details and outcomes of this policy and report as required. The Parks Unit and Building Maintenance Unit will monitor the condition of sporting grounds and pavilions and the implementation of this policy as required. A review is conducted by the Sport and Recreation Unit, Parks Unit and Building Maintenance Unit at the end of each season.

This policy will be reviewed after four years and will consider the following:

- The participation trends of community sport.
- The impact the policy will have on Council staff.
- The cost to Council for the provision of sport assets.
- Benchmarking against other municipalities.

12. REFERENCES AND RELATED DOCUMENTS

The following policies, strategies or legislation relate to the implementation of this policy.

Legislation

- *Charter of Human Rights and Responsibilities Act 2006*
- *Gender Equality Act 2020*
- *Local Government Act 2020*

Related Council and Other Policies, Procedures, Strategies, Protocols, Guidelines

- Council Plan 2021-25
- Imagine 2030 Community Plan
- Diversity Access and Equity Policy
- Make Your Move Greater Dandenong Physical Activity Strategy 2020-2030
- Sports Facilities Plan – Implementation Plan 2018
- Victorian Government – Fair Access Policy Roadmap