



DOCUMENT TYPE: Equitable Access and Usage – EAU001

# Singleton Rugby Club Ltd

## Equitable Access and Usage Policy

<b>Applicability</b>
Singleton Rugby Club Ltd
<b>Publication Requirement</b>
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### Definitions

The following terms and acronyms are used within this document:

<b>Code</b> - Refers to the Singleton Rugby Club Code of Conduct
<b>SRC Board</b> - Refers to the Singleton Rugby Club Elected Board of Directors
<b>Manager</b> – Refers to the Club’s Bar Manager
<b>Club/SRC/SJRC</b> – Refers to Singleton Rugby Club and Grounds (bounded by land at 73 Howe St Singleton) & Singleton Junior Rugby Club and Grounds (Bounded by Allan Bull Reserve Hunterview - Owned by Local Council)
<b>Workers</b> – Refers to Employees, Directors, Contractors, Club Members, Players, Consultants & Ground Manager

#### Disclaimer

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## Policy Purpose

The Policy provides a management framework for Singleton Rugby Club (SRC) to address barriers experienced by women and girls in accessing and using 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 the SRC complies with all current legislation and government and related policies and plans and seeks to strengthen sports participation, wellbeing and connectivity in football.

SRC will work to influence, support, design and deliver in collaboration with partners and stakeholders' gender inclusive and accessible, welcoming, safe and fit-for-purpose community football facilities.

SRC 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.

## Background

Sport and active recreation are an important part of our Club and local 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.

SRC 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 participation in Rugby Union.

SRC will engage fairly with the club's workers, members, patrons and other user groups.

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## 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.

SRC 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.

## 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.

SRC sporting infrastructure and environments are genuinely accessible, welcoming, safe, and inclusive. Women and girls can fully participate in all aspects of rugby and active recreation, including as a player, coach, administrator, official, volunteer and spectator.

Women and girls will have equitable access to and use of community sport infrastructure:

- Of the highest quality available and most convenient.
- At the best and most popular competition and training times and locations.
- To support existing and new participation opportunities, and a variety of sports.

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- Women and girls should be equitably represented in the sport sector workforce including in leadership and governance roles.
- Encourage and support all user groups who access and use community sport infrastructure to understand, adopt and implement gender equitable access and use practices.
- 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.

## Policy

SRC/SJRC Acknowledges:

- The disadvantaged position some individuals have had in the sport and recreation sector because of their gender.
- That achieving gender equality will require diverse approaches for women and girls to achieve similar outcomes for people of all genders.
- 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.

SRC/SJRC will:

- Engage fairly and equitably with the club's sport workforce, participants, other facility user groups and club members regardless of their gender, in a positive, respectful, and constructive manner.
- Engage in the process of Gender Impact Assessments (GIA) to assess the implications for women and girls of any planned action, including policies, programs and communications.

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- Engage with other sport clubs 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, programs and communications.
- The policy applies to SRC Policies, Programs, Infrastructure, Design, Construction, Projects and improvements.

## Location

The scope of the Policy is to support SRC/SJRC to take positive action towards achieving gender equity in the access and usage of Rugby Park/Allan Bull infrastructure.

The Policy applies to the following sports infrastructure/facilities owned, managed and used by the SRC.

- **Locations / Facilities: -**
- **SRC - Rugby Park - 73 Howe Street Singleton NSW 2330**
- **SJRC - Allan Bull Reserve – Bridgman Road Hunterview NSW 2330**

## Compliance and Monitoring

SRC commits to undertake a GIA on all current facility and field of play access and use policies and processes, and to consider opportunities to strengthen gender equitable access and use of Club facilities in line with the principles.

SRC will work to developing an Action Plan to remove barriers and improve gender equitable access and use of Club facilities in alignment with the principles.

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