



KILSYTH RECREATION RESERVE

**GENDER IMPACT
ASSESSMENT REPORT**

Draft for Adoption June 2023

A scenic outdoor landscape featuring a concrete path that curves through a green field. In the background, there are several trees, a chain-link fence, and a clear blue sky with scattered white clouds. The foreground shows some landscaping with mulch and rocks.

We acknowledge and respect Traditional Owners across Australia as the original custodians of our land and waters, their unique ability to care for country and deep spiritual connection to it. We honour Elders past, present and emerging whose knowledge and wisdom has and will ensure the continuation of cultures and traditional practices.

ACKNOWLEDGMENT OF COUNTRY

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1

INTRODUCTION

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PURPOSE

In accordance with the Gender Equality Act (2020), a Gender Impact Assessment (GIA) is required to be undertaken on Council's new policies, programs and services. The assessment takes a critical look at how the Master Plan will meet the different needs of women, men, and gender-diverse people. The GIA aims to create better and fairer outcomes and ensures all people have equitable access to opportunities and resources.

Throughout the extensive consultation and development of the Kilsyth Recreation Reserve Master Plan, the identified needs of community members of all ages, gender and cultural backgrounds were taken into consideration. The resultant recommendations of the Kilsyth Recreation Master Plan have a community wide application benefiting the diverse community and aligned with the equality objectives of Council and the Gender Equality Act (2020).



figure 1 *Kilsyth Recreation Reserve*



2

DEFINING THE INITIATIVE/PROBLEM

DEFINING THE INITIATIVE/PROBLEM & CHALLENGING ASSUMPTIONS

the master plan

The development of a 15-year Master Plan aims to improve infrastructure and services provided to the community at Kilsyth Recreation Reserve.

The Kilsyth Recreation Reserve is home to the Kilsyth AFL Centre of Excellence, an important component of the region's elite AFL football development programs for all genders. This venue hosts the Yarra Ranges female football finals. There is little to attract community use to the Reserve as a whole.

The tenant tennis club merged with another local club several years ago. Until early in 2023, a local coach leased the courts with a dwindling number of participants. A recommendation is made to remove the five en-tous-cas courts due to their age, disrepair, and state of disrepair. Similarly, the two synthetic courts have a limited lifespan before they become unplayable. In the current community, the oval is mainly used for walking, casual sport and recreation when not being used for football.

Besides football, the reserve serves as a thoroughfare for the retirement village residents to the shopping to the centre. As a place to meet, relax, enjoy recreation activities, and watch football, the Reserve fails to meet community expectations.

A Master Plan was proposed to ensure the valuable community asset would benefit the community and planning and consultation commenced in late 2019.

decision making

The people targeted and impacted by the Master Plan are included in the decision making through consultation at the early research stage to inform the content of the draft plan, then providing further feedback on the Draft Master Plan developed.

The initial consultation and engagement process for Kilsyth Recreation Reserve took place from 10th of October to 24th of November 2019. Various forms of community engagement processes were utilised at part of the consultation programme:

- Council internal workshop;
- Council Project Reference Group (PRG) workshop;
- Local user group and stakeholders engagement;
- Direct mailing;
- Online survey, and;
- Community drop-in session on site.

Further engagement with the community commenced in February to March 2023 to provide feedback on the draft master plan. These included:

- YRC Shaping Pages Survey;
- YRC Disability Advisory Committee
- Kilsyth Community Action Group;
- Walmsley Retirement Village;
- Kilsyth football members and spectators; and
- Churinga Shopping Centre, Kilsyth.

gender access

The consultation process for this project was open to individuals of all genders, cultures, ages, and abilities. The Master Plan documentation and support documentation were made accessible to everyone through various direct, online, and stakeholder distribution methods.

The recommended enhancements are gender-neutral and can be enjoyed by all individuals.

For instance, the improvements made to the sports oval such as the ground, lighting, player, and umpire boxes will be utilized by all participants. Additionally, the improved lighting will enhance safety and ground capacity, supporting the club's efforts to incorporate more female teams to complement the strong male presence.

The proposed upgrades to the walking, play, and social infrastructure are intended to benefit individuals of all ages, genders, and cultural backgrounds.

needs

It is acknowledged that diverse demographics, such as varying age brackets and genders, possess distinct and different requirements for sports and recreational activities.

The Master Plan advocates for a series of enhancements to reserves, which will shift the focus away from the present AFL sports facility towards a more inclusive space that is suitable for a wider range of community utilization.

The Draft Master Plan has been developed with a comprehensive community outlook, taking into account the fair opportunities for the use of the reserve by individuals of all genders, including women, men, and gender non-conforming individuals.

The recommendations are based on the objective of creating a reserve that encourages people of all ages, abilities, gender preferences, and cultural backgrounds to have a safe, welcoming space that has the potential to enhance their individual health and well-being.

Currently, the facilities at the reserve are mainly used by male and, to a lesser extent, female AFL football participants. Older individuals utilize the reserve to access the shopping complex and briefly rest when needed. However, there is a lack of features that attract the general community for usage.



figure 2 *Kilsyth Recreation Reserve*

proposed improvements

The following table provides a summary of the proposed improvements and the target groups that will benefit most.

Proposed improvement	Target group	Benefit
Playspace	Young children	<ul style="list-style-type: none"> ▪ New facility for young people and families
Picnic area with shelters	Everyone, especially families and older adults	<ul style="list-style-type: none"> ▪ New plaza area suitable for older community members, families and youth to meet and socialise
Multi-purpose court	Children, youth, adults, families	<ul style="list-style-type: none"> ▪ New multi-lined court for local youth to play (at no cost) a range of social sports
Pump track	Children	<ul style="list-style-type: none"> ▪ New pump track for children starting out, learning the skills before advancing to more challenging facilities elsewhere
Path network	Everyone	<ul style="list-style-type: none"> ▪ New path network and open space area for walking, dog walking and exercise suited to all ages. Where possible paths will be fully accessible and provide a safer path of travel within the reserve and to the shops
Sports	Male and female AFL football participants, officials and spectators	<ul style="list-style-type: none"> ▪ Improvements to lighting quality, ground improvements, coach's boxes, etc. to increase the quality of facilities to further support the development of elite male and female footballers in Yarra Ranges ▪ Provision of a terraced viewing area will improve the viewing experience for AFL spectators
Car park	Reserve users	<ul style="list-style-type: none"> ▪ Realignment and formalisation of the car park to support the anticipated increased usage of the reserve.

social roles & responsibilities

Various social roles and responsibilities have an impact on how individuals, groups and parts of the community interact with the proposed developments.

In the development of the Master Plan, it is crucial to ensure that the infrastructure and access are designed to accommodate individuals who require support. For example, careful consideration should be given to:

- Compliant paths to support mobility and ensure furniture and activities are wheelchair accessible. This is important as Kilsyth has an ageing population with Walmsley Retirement Village close by;
- Inclusion of a playground for young families and older citizens;
- Daytime access to accessible toilet facility with change table in the sports pavilion. Currently the public toilet is only open during football training and game times; and
- To cater to youth development in advanced level of training, improvements to the sports facilities will address this need. The enhancements proposed to the sports facilities have been designed to equally support the program aimed at nurturing the development of skills of the most talented young individuals in the region, regardless of gender.

people who identify as Indigenous, with disabilities or from different cultural identities, ages, gender identities, sexual orientations and or religions

The current condition of Kilsyth Recreation Reserve is deemed uninviting, with the exception of activities that are based on the oval. The community has expressed their desire to eliminate the old tennis courts and create social areas that are both active and passive. These spaces are highly sought after by the Myanmar community and other emerging cultural groups in the region. In instances when the oval is not being used for formal sports activities, it is an ideal location for unstructured ball sports and large gatherings (with approval).

The Master Plan proposes design initiatives and improvements that are all-abilities inclusive and gender-neutral. The proposed master plan includes enhancements aimed at aiding individuals with mobility challenges, creating communal areas, and offering age-appropriate amenities such as a playspace, pump track, and multi-purpose court to promote active recreation. These improvements are not geared towards any particular gender, as there is no discernible need to do so. The master plan recommendations are founded on an inclusive, equitable approach.

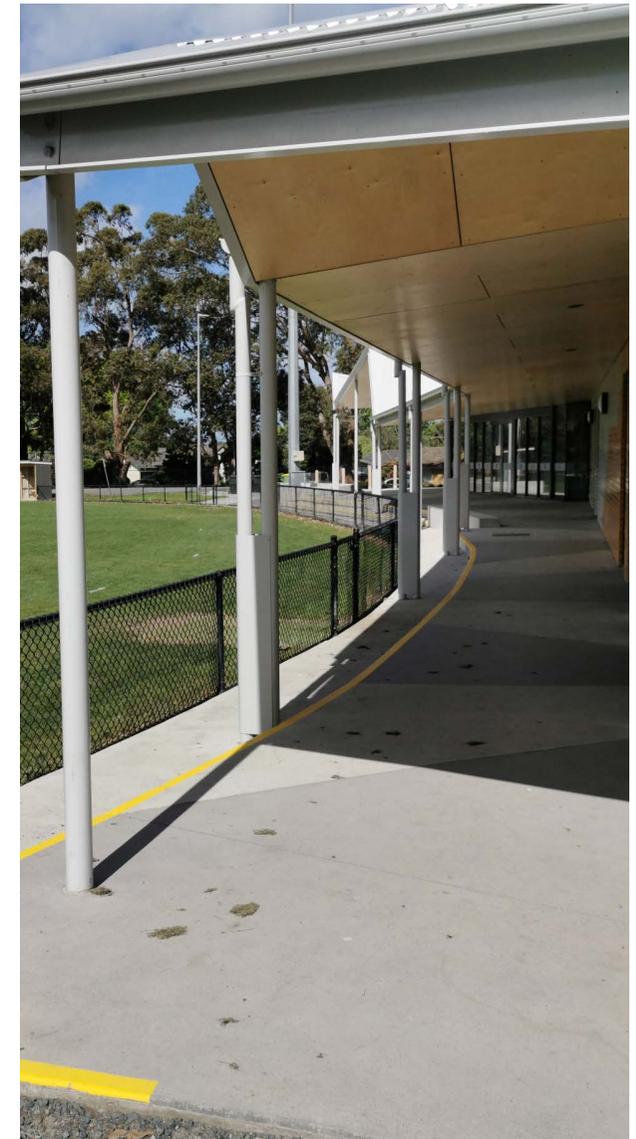


figure 3 Kilsyth Recreation Reserve

the role of gender in shaping the Master Plan

The proposed recommendations in the Master Plan are suitable for all genders. The allocation of funds will depend on the state of the assets and strategic packaging to maximize the potential to secure funding, as outlined in the 15-year project implementation plan. For instance, the removal of unnecessary courts to create space for a playspace, multi-purpose court, and social areas is given top priority. This prioritization is in line with the aim of transforming the underutilized space into a recreational area that offers a range of opportunities that will benefit the entire community.



figure 4 *Kilsyth Recreation Reserve*



3

UNDERSTAND THE CONTEXT

UNDERSTANDING THE CONTEXT

(RESEARCH & DATA COLLECTION)

data collection

Data collected from ABS Census and Forecast.id projections were used to inform the demographic profile of the Kilsyth population.

This contributed in guaranteeing that the relevant groups were consulted and that the suggested improvements were appropriate.

- Forecast.id estimated an increase of 1698 persons between 2021 and 2041. Of these 894 (53%) are female.
- Forecast.id predicts greatest increase in female population in the following cohorts between 2021-41: 0-4 (6.5%), 25-29 (6.4%), 30-34 (6.9%), 85 and over (7.4%).

experiences of diverse groups

The data collected assists with gaining an understanding of lived experience of diverse groups. Along with conversations with people with experiences in these matters.

- The representation of males and females was nearly equal without any notable differences except for the fact that females become more dominant as cohorts age. The enhancements in sports will aid in the advancement of elite female programs that have traditionally been deprived of equal opportunities.
- Although it was not explicitly stated in the data analysis, it is worth noting that there could be a rise in migration of Burmese and Chin communities to the area in the next 10-20 years, as has been observed in the surrounding suburbs. The conversion of the unused tennis courts into areas for both passive and active recreation will contribute to meeting the social and casual sports requirements of these growing communities.

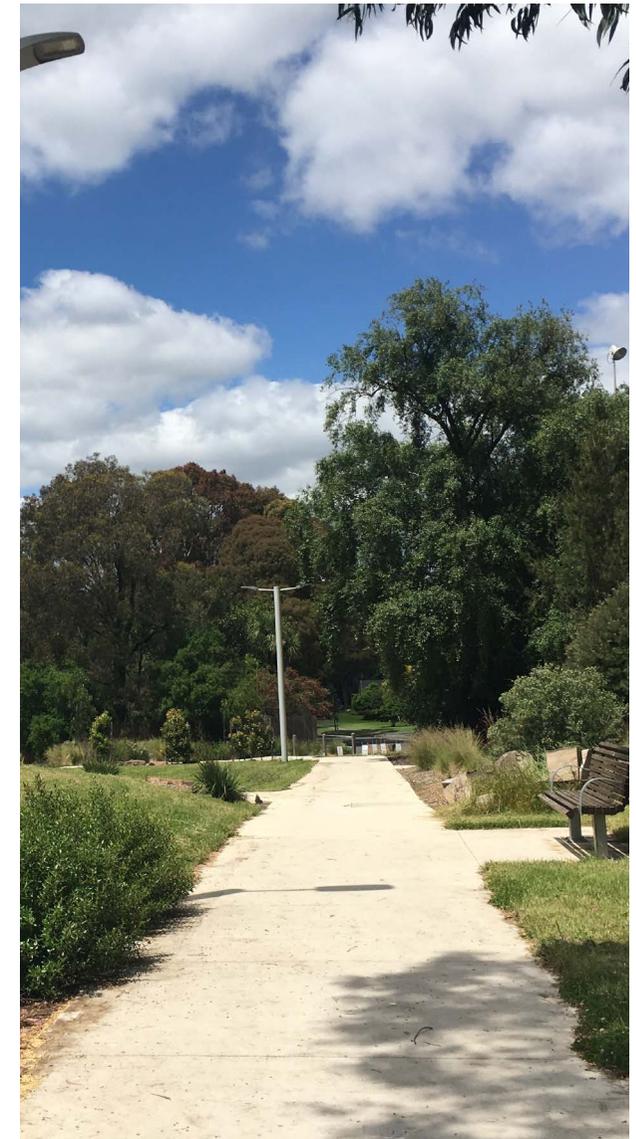


figure 5 Kilsyth Recreation Reserve

sources of data

The data used includes:

- ABS statistics, .id community profile, .id population forecast, participation data;
- Early community consultation and survey results to identify issues and opportunities;
- Internal workshops throughout the process to glean knowledge and experience relative to the area, local community and site specific;
- External workshops with advisory groups e.g. Kilsyth Community Action Group, Disability Advisory Committee; and
- Broad community consultation on the draft Master Plan to ensure we have considered the data and anecdotal evidence in the development of the plan and that it is supported.

It was not necessary to collect any additional data as relevant data required has been collected.

data results

The results from the data collection during the information gathering stage are:

- The confirmation of need to provide facilities and activities that are suitable for all but especially for older adults and young families;
- To have accessible for public and cleaner toilets;
- To maintain a connection with shops; and
- To improve the path network, seating, shelter and social spaces.

The results from the data collection during the Draft Master Plan consultation are:

- The Draft Master Plan received high support (84% support, 5% unsure and 1 person didn't support the improvements proposed); and
- Confirmation that Council had listened and planned appropriate to the community's expectations.

gender questions

Consultation questions relating to gender in surveys were completed in 2019 and 2023.

Gender questions 2019 (pre-Gender Equality Act) are:

- What is your gender?
 - Male
 - Female
 - I don't identify as male or female (0 responses)
 - Prefer not to say (0 responses)
- Age (service groupings from 18 years and above)
 - Mainly females aged 35-44 years

In relation to disability, correspondents engaged throughout the engagement and consultation process identified as having mobility constraints and requested infrastructure to assist movement and resting within Kilsyth Recreation Reserve.



figure 6 *Kilsyth Recreation Reserve*



4 OPTIONS ANALYSIS

OPTIONS ANALYSIS

potential actions or changes

Below are a list of potential actions and changes for the Master Plan to achieve greater overall gender opportunity and equality.

List of options	Description	Gendered benefits of the option	Gendered Cost of the option	Overall gender impact
Option 1 NOT FEASIBLE	Include 02 netball courts and change facilities	<ul style="list-style-type: none"> Support female participation at the site and use of venue for football – netball finals 	<ul style="list-style-type: none"> Opportunity for netball to be played regularly at the site No interest from nearby clubs to use 	Take females and lose established teams from local community clubs
Option 2 INCLUDED IN MASTER PLAN	Construct 01 multi-purpose court for community and netball finals use	<ul style="list-style-type: none"> Courts suited to all genders and accessible on a casual basis. 	<ul style="list-style-type: none"> Inclusion of recreation/sports facility that is open for all to use in a diverse number of ways 	Equal opportunity
Option 3 INCLUDED IN MASTER PLAN	Include a range of park infrastructure	<ul style="list-style-type: none"> Gender neutral improvements 	<ul style="list-style-type: none"> Equal opportunity to utilise 	Equality



5 RECOMMENDATIONS

RECOMMENDATIONS

the master plan recommendations

The Draft Master Plan outlines a strategic approach for the next 10 years to enhance the sports and recreational amenities at the reserve. This approach aims to address the community's needs, including the refurbishment of outdated infrastructure.

The proposed enhancements include the replacement of unused tennis courts with a multi-generational playground, a versatile court, and a junior pump track. Additionally, the plan suggests upgrading the irrigation and lighting systems for the oval and creating a community plaza and an area for viewing the oval. The community will also enjoy improved pathways and places to relax.

rationale & mitigation strategy

Outcomes of the proposed recommendations include:

- Improved training and playing conditions of the oval to support increased capacity and opportunity to further extend the female AFL player progression program;
- Provision of a no-cost court facility that has multi-use potential applicable to all ages, genders and cultures;
- Provision of an intergenerational playspace area that encourages carers of all ages to be involved and active;
- Provision of social spaces for families and community groups to interact;
- The junior pump track supports all young people to develop bike riding skills; and
- Older adults and those with mobility issues will benefit physically and socially from improved paths and seating throughout the reserve.

conclusion

The recommendations and improvements aim to support the general community and none of the improvements have exclusive benefit for any specific gender or cultural group.

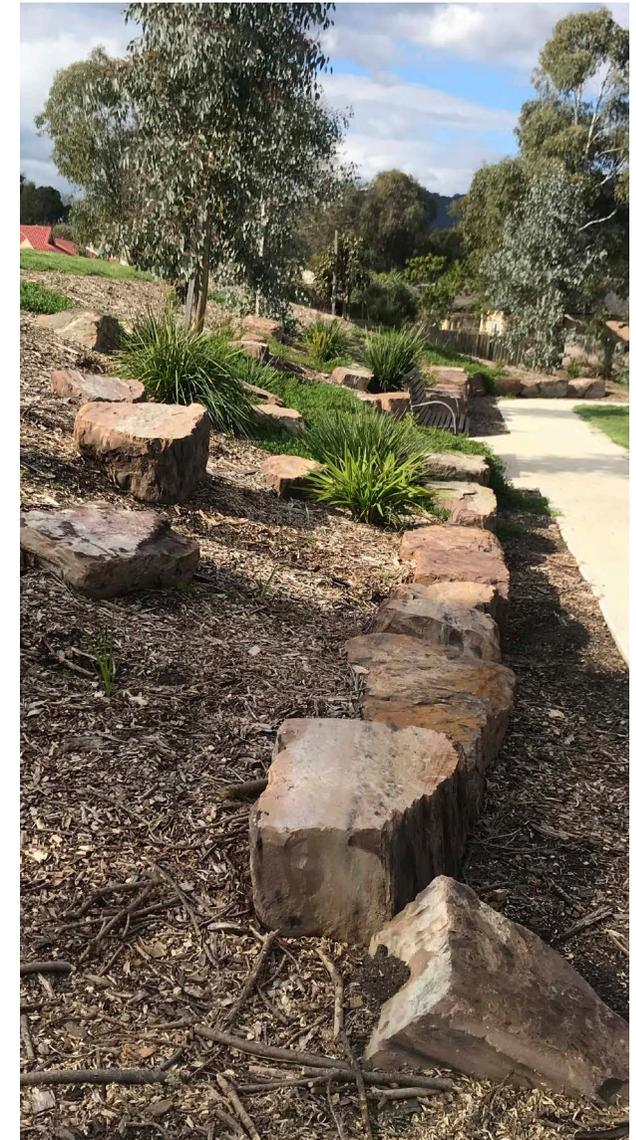


figure 7 Kilsyth Recreation Reserve

Supporting Documentation

The Kilsyth Recreation Reserve Master Plan is underpinned by research and extensive consultation, collated in the following documents:

- Background Report 2023
- Master Plan Report 2023



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Yarra Ranges Council acknowledges the Wurundjeri and other Kulin Nations as the Traditional Owners and Custodians of these lands. We pay our respects to all Elders, past, present, and emerging, who have been, and always will be, integral to the story of our region. We proudly share custodianship to care for Country together.