



Gender Equitable Access and Usage Policy 2025



www.gapfootball.org.au



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P.O Box 69, The Gap, 4051, QLD



Walton Bridge Reserve
25 Glenaffric St, The Gap QLD

PURPOSE

The Policy provides a management framework for The Gap Football Club (TGFC) to address barriers experienced by women and girls in accessing and using Club 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 progressively build capacity and capability at TGFC in identification and elimination of causes of gender inequality in policy, program development and delivery, communication competition at all levels. TGFC will influence, support, design and deliver in collaboration with partners and stakeholders' gender inclusive and accessible, welcoming, safe and fit-for-purpose community football facilities.

TGFC will engage and consult with all members throughout the design phase of any new, upgraded or repurposed Club football facility and field of play. TGFC will engage and consult with all members as a key stage in the development of policy and design of programs and/or services offered by the Club.

TGFC acknowledges that it's important to consider and prioritise all current and future planning, policy, service delivery and practice as they relate to the Club's football infrastructure. TGFC aims to:

- Ensure women and girls have equitable access to Club facilities.
- Foster positive football participation experiences for women and girls.

BACKGROUND

Sport is an important part of The Gap community. Sport provides the opportunity for enriching the community 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.

Football, at a grassroots or elite level can be a vehicle for community identity and pride and can strengthen social networks and build a sense of belonging for participants.

The success of the Matilda's at the 2023 FIFA Women's World Cup has encouraged a whole new cohort of girls to want to play football. It has also emphasised the need for an improved experience for our female footballers at a community level. Whilst already recognised as a Club the produces great female talent, TGFC wants to leverage the momentum of the World Cup and the success of the Matilda's to further deepen female participation.

TGFC aims to increase the opportunities and participation rates for women and girls in football as part of an overall strategy to grow the game for everyone.

TGFC wants to ensure Club facilities are welcoming, equitably accessible, safe and inclusive for all, and any barriers are removed to ensure women and girls feel included, resulting in an increase in female participation in football. TGFC will engage fairly with the Club's workforce (paid and volunteer), members, other user groups and the community.

Due to its high participation rate TGFC is well positioned to design and implement place-based actions in the Action Plan that progress gender equity in football.

Teamwork

Humility

Effort

Gratitude

Achievement

Persistence



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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 the Club's infrastructure. TGFC 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 Gender Equitable Access and Use Policy has six principles that guide and provide clear directions for change. The Gender 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. TGFC infrastructure and environments are genuinely accessible, welcoming, safe, and inclusive
2. Women and girls can fully participate in all aspects of football, including as a player, coach, administrator, official, volunteer and spectator
3. Women and girls will have equitable access to and use of Club infrastructure to support existing and new participation opportunities
4. Women and girls should be equitably represented in the Club workforce (paid and volunteer Club positions), including in leadership and governance roles
5. Encourage and support all user groups who access and use Club 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 Club infrastructure.

¹ 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.



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POLICY

The Policy applies to:

- Any TGFC, Football Queensland policies, programs, communications, and services as they relate to Club infrastructure.

Any TGFC involvement in the design, construction of new and improved and ongoing maintenance of Club infrastructure.

TGFC acknowledges:

- the disadvantaged position some individuals have had in football 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.

TGFC will:

- engage fairly and equitably with Brisbane City Council, Football Queensland, the Club's workforce (paid and volunteer), 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
- engage with the broader Club community to assess the implications for all members of any planned action, including policies, programs and communications.

SCOPE

The scope of the Policy is to support TGFC to continue to take positive action towards achieving gender equity in the access and usage of the Club's infrastructure, and facilities utilised by the Club. Whilst TGFC acknowledges it cannot directly influence the design of facilities 5 – 9 listed below, as a lessee the Club will promote gender equity in infrastructure design if consulted by facility owners in any proposed development.

The Policy applies to the following infrastructure/facilities utilised by TGFC:

	Facility	Location
1.	Clubhouse	23A Glen Affric Street, The Gap
2.	Field 1	23A Glen Affric Street, The Gap
3.	Field 2	23A Glen Affric Street, The Gap
4.	Field 3	23A Glen Affric Street, The Gap
5.	Des Connor Park	Grevillea Road, Ashgrove
6.	Payne Road State School	171 Payne Road, The Gap
7.	The Gap State School	1111 Waterworks Road, The Gap
8.	St Peter Chanel Primary School	41 Chaprowe Road. The Gap
9.	The Gap State High School	1020 Waterworks Road, The Gap

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The following community sport infrastructure/facilities are excluded from the scope of this policy:

	Facility	Location
1.	Nil	

COMPLIANCE AND MONITORING

TGFC 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.

TGFC commits to developing an Action Plan to remove barriers and improve gender equitable access and use of Club facilities in alignment with the principles. This is part of a broader action plan to ensure inclusion across all parts of the football program.

The Action Plan has 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 will be measured individually as a club and will report on any broader societal and cultural change. The Action Plan monitors metrics as well as qualitative measures of stakeholder or cultural change.

RELATED POLICIES AND LEGISLATION

[The Gap Football Club Strategic Plan 2024-2028](#)

[Football Australia's Gender Equality Action Plan 2019](#)

[Football Australia's XI Principles for the future of Australian football' \(XI Principles\) 2020](#)

[Football Queensland 2024-2026 Women and Girls Strategy](#)

REVIEW DATE

9th October 2025

ACKNOWLEDGEMENTS

TGFC would like to acknowledge the Office of Sport NSW whose template was adopted for the development of this policy.



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KEY TERMS

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 based on 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 (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 and inclusive spaces, infrastructure and football activities strive to remove obstacles and barriers that prevent people of all genders from being able to participate.

Workforce are people engaged in or available for paid or unpaid work (volunteering) within TGFC.