Adelaide United Football Club

Equal Access and Scheduling Policy

Version 1

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1. Purpose

The Equal Access and Scheduling Policy's purpose is to ensure Adelaide United Football Club can adequately address barriers experienced by women and girls in accessing and using our facilities.

2. Definitions

- **Equal Access and Scheduling:** fair and inclusive planning and allocation of time, resources, and opportunities so that all individuals can participate fully and benefit equally. It ensures that everyone has the same opportunity to access facilities and programs, and that scheduling systems are designed to prevent bias, avoid conflicts, and accommodate diverse needs.
- **Equality:** means treating everyone the same, giving individuals or groups the same resources or opportunities.
- **Equity:** different people have different needs and circumstances, and therefore may require different resources or support to achieve fair outcomes. Equity is about fairness, not sameness.
- **Facility:** a place, amenity, building, or piece of equipment that is provided for a specific purpose or activity.
- **Program:** a set of activities, events, or training sessions designed to facilitate physical activity (such as sport), teamwork, skill development and/or competition.

3. Statement of intent

Adelaide United Football Club intends to use this policy to:

- **Inform decision making** relating to equitable access to sport and recreation facilities and programs for women and girls.
- **Strengthen the capability** to **identify and eliminate causes** of systemic gender inequality, including imbalances in access to facilities and programs for women and girls.
- **Support positive actions** toward achieving gender equity for the access to existing and planned new sport and recreation facilities, programs, and equipment.

4. Commitment

Adelaide United Football Club will:

- **Ensure equitable access** to sport and recreation facilities, programs, and equipment for women and girls.
- **Foster positive** sport and recreation participation **experiences** for women and girls.
- **Increase utilisation** of sport and recreation facilities by women and girls.
- **Influence, support, design and deliver an inclusive, safe, fit-for-purpose environment** for women and girls.
- **Interact in a positive, respectful, and constructive manner** with Football South Australia, all levels of government, the club's stakeholders including membership, workforce, participants, volunteers, and other facility user groups regardless of their gender.
- **Conduct gender impact assessments** to assess the implications for women and girls for any relevant planned action, including policies, programs, and communications.
- **Consult with the broader sport club community** to assess the implications for men, people with disability, First Nations peoples, LGBTQIA+ people and people from culturally and linguistically diverse populations of any planned action, including policies, programs, and communications.
- **Support members to enjoy the same access** of our sport and recreation facilities, programs and equipment regardless of age, ability, gender identity, sexual orientation, race, ethnicity, location or any other characteristic.

5. Statement of recognition

Adelaide United Football Club recognises and acknowledges that:

- Gender equity is the provision of fairness and justice in the scheduling and opportunities afforded to all users of our facilities. The concept recognises that people may have differing needs and levels of power related to their gender or background and these differences should be identified and addressed in a manner that rectifies any existing imbalances of access.

- Individuals have faced disadvantages in the sport and recreation because of their gender.
- Achieving gender equality will require diverse approaches for women and girls.
- 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.

6. Where this policy applies

This policy applies to the following facilities:

- **Adelaide United Training Base - Playford**
- **Adelaide United Head Office – Hindmarsh**

Facility Name	Address
Adelaide United Training Base – Playford	*1 Fairfield Road, Elizabeth Grove SA 5112*
Adelaide United Head Office – Hindmarsh	*Corner of Manton & Holden Street, Hindmarsh SA 5007*

7. Compliance, monitoring and responsibilities

Adelaide United Football Club commits to undertake an annual review of access to all current existing / planned new facilities and will consider opportunities to strengthen equitable access for all user groups.

It is also acknowledged that all members of Adelaide United Football Club's have a shared responsibility to support the policy, as outlined in the table below.

Role	Responsibility
Office Staff, ALM, ALW, Youth Players and Coaching staff	• To promote a culture that champions fair and equitable access for all user groups across Adelaide United Football Club. • To promote, encourage and facilitate the achievement of equitable access and improvements in equitable access across Adelaide United Football Club • To champion the implementation of the policy across all levels of Adelaide United Football Club • To attend training / awareness programs in relation to equal scheduling and access.

[Insert Relevant Role/s] (e.g. Secretary)]	• Lead the formal adoption and implementation process of a new or revised policy. • Lead the annual review of this policy. • Communicate policy updates to all relevant stakeholders. • Monitor compliance and track issues.
[Insert Relevant Role/s] (e.g. Members)	• Uphold the Policy.

8. Annual review and approval history

Adelaide United Football Club commits to reviewing this policy annually.

Version	Date of Approval
Version 1.0	*11 November 2026*