



GENDER EQUALITY ACTION PLAN

2021–2025

ACKNOWLEDGEMENTT OF COUNTRY

Golden Plains Shire spans the Traditional Lands of the Wadawurrung and Easter Maar People.

Council acknowledges them as the Traditional Owners and Custodians and pays its respects to Wadawurrung Elders and Easter Maar Elders past, present and emerging.

We also extend that respect to all Aboriginal and Torres Strait Islander People who are part of the Golden Plains Shire.



CONTENTS

INTRODUCTION	Message from the CEO and Our Story	1-2
01 BASELINE AUDIT ANALYSIS	Analysis of Golden Plains Shire Council's workforce and employee experience data to establish the baseline for gender equality in the workplace	3-8
02 MEANINGFUL CONSULTATION AND ENGAGEMENT	Summary of findings from the stakeholder consultation processes, including insights relating to the audit report and idea for Gender Equality Action Plan strategies.	9-16
03 CASE FOR CHANGE	The case for pursuing gender equality at Golden Plains Shire Council.	17-19
04 STRATEGIES AND MEASURES	The priorities and strategies Golden Plains Shire Council will commit to deliver in the next four years and the measures that will be used to evaluate success.	20-26
05 LEADERSHIP AND RESOURCING	A strategic resource plan, outlining the plan, accountabilities and resourcing for implementation of the Gender Equality Action Plan.	27-30
06 MEASURING PROGRESS	A plan for measuring and communicating progress towards the Gender Equality Action Plan.	31-32
APPENDIX	Gender Audit and Staff Experience Data.	33-36

OUR STORY

GOLDEN PLAINS SHIRE COUNCIL'S VISION, MISSION AND VALUES

Golden Plains Shire Council (GPSC) plays a pivotal leadership role to advance gender equality within the organisation and in the design and delivery of Council's services and programs

GPSC recognises that improving gender equality for women is an important issue. The Gender Equality Action Plan 2021-2025 (GEAP) is an internal Council document that will provide an integrated whole-of-Council approach to increase gender equality for women within GPSC, with the plan guiding initiatives to address gender equality across Council over the next four years.



Council is a defined entity under the Gender Equality Act 2020. Under the Act, a defined entity has an obligation to promote gender equality in the workplace, and this plan complies with our requirement to develop and submit a Gender Equality Action Plan.

A leadership group, comprised of members of the Health, Wellbeing & Youth team and People & Development team, supported by representation from Women's Health Grampians, has overseen and guided development of this Plan.

The GEAP was developed through staff consultation, and extensive support of the GIA Champions group of Council.

The GEAP is aligned to the Golden Plains Shire Council Vision 2040, Council Plan 2021- 2025, Municipal Public Health and Wellbeing Plan, and the internal values of GPSC.

1. BASELINE GENDER AUDIT

DATA ANALYSIS AND PRIORITIES

Baseline audit analysis

Data informing
the priorities

Using the findings from staff consultation and analysing the gender equality audit data, three priorities with supporting strategies have been developed.

These priorities are:

260
STAFF
WORKPLACE
DATA

104
RESPONDANTS
PEOPLE MATTER
SURVEY



GPSC has a workplace culture and structures that promote gender equality, challenge discrimination, and ensure a safe workplace for all where appropriate behaviours are confidently challenged and addressed.



Increase inclusiveness and remove barriers to ensure the diversity of GPSC and the workforce is representative of our community, including across leadership and decision making roles.



Increase access, utilisation and support for flexible ways of working that support a diverse workforce and a culture of high performance.

KEY INSIGHTS

OF AUDIT FINDINGS BY INDICATOR

1



Gender Composition at all Levels of the Workforce

- GPSC employs 247 employees, 65% of whom are women.
- Of the female workforce, 33% are full-time and 45% are part-time.
- Women make up 86% of the casual workforce.
- 57% of both the Manager and Coordinator levels are women whilst the Director and CEO level is 100% male.

2



Gender Composition of Governing Bodies

- GPSC employs 247 employees, 65% of whom are women.
- Of the female workforce, 33% are full-time and 45% are part-time.
- Women make up 86% of the casual workforce.
- 57% of both the Manager and Coordinator levels are women whilst the Director and CEO level is 100% male.

3



Gender Pay Equity

- The gender pay gap at GPSC is 8.5%.
- The current pay gap in the Victorian Public Sector is 10.7%.

KEY INSIGHTS OF AUDIT FINDINGS BY INDICATOR

4



Workplace Sexual Harassment

- Of the staff who participated in the People Matters Survey, 94% agreed that they had not experienced sexual harassment.
- Only 66% felt that GPSC encouraged respectful workplace behaviours; 53% agreed that GPSC is taking steps to eliminate bullying, harassment and discrimination; and 63% feel safe to challenge inappropriate behaviours at work, all are below the benchmark of local government.

5



Recruitment and Promotion

- In the 12 months till 30 June 2021, GPSC appointed 60 new staff, 65% of whom were women.
- Women made up 100% of the ongoing part-time roles appointments.
- In the 12 months to 30 June 2021, 63 staff exited GPSC, 86% of whom were women.

6



Leave and Flexibility

- 16.6% of the staff at GPSC utilise Flexible Work Arrangements; the majority of these being employed as general employees.
- The GPSC data scored below the benchmark of local government regarding all leave and flexibility indicators.

7



Gendered Workforce Segregation

- There were a number of workgroups with gendered segregation at GPSC including 100% of kindergarten assistants and teachers are women; 100% of MCH nurses are women; and 100% of machinery operators are men.



2. MEANINGFUL CONSULTATION AND ENGAGEMENT

GEAP Development

Final Review and Approval

Participants

Participants in the GEAP development include representation from:

- Women and men
- Part-time and full-time employees
- Culturally and linguistically diverse
- Early career staff
- Union employee representatives
- Management

Leadership Approval

The GEAP was approved by the GPSC Senior Management Team on 28 March 2022

Final Draft Consultation

The final draft of the GEAP was shared with all Staff and Councillors through a virtual staff information sessions on 29 March and 31 March, with a recording of the presentation made available to those not in attendance.

* GIA Champions Group was built through an expression of interest model in October 2021. The GIA Champions group undertook training on the 'Case for Change', facilitated by Women's Health Grampians, covering concepts of sex, gender, gendered norms and structures, the negative impacts on all genders when inequality exists and why gender equality matters. Champions were then encouraged to have discussions with their departments on gender equality.

	GEAP Development	Participants
1	Workshop 1 (14 February 2022) Draft GPSC's Case for Change and GEAP Priorities	Gender Equality Core Group
2	Workshop 2 (2 March 2022) Review and endorse GPSC's Case for Change and GEAP Priorities	GIA Champions Group * Twenty-four diverse representatives from across GPSC, self nominated to drive gender initiatives, representing a variety of functions, genders, union employee representatives and cultural backgrounds
3	Workshop 3 (8 March 2022) Draft GPSC's Strategies and Measures	
4	Workshop 4 (11 March 2022) Review and endorse the draft GEAP created by the working group	GPSC Senior Management Team



EMPLOYEE FOCUS GROUP CONSULTATION FINDINGS



Gender Composition at all Levels of the Workforce

We will stop making excuses for people who demonstrate negative behaviours. We want more education to understand sexual harassment and negative behaviours. We want skills to challenge such behaviours and a clear understanding of the process for reporting and what the outcomes would be. Our PMS data identified that sexual harassment is experienced by all people at GPSC so we need policies and processes that empower and support all who disclose. We want our managers to be trained in responding to disclosures and we want a consistent response. We want to create a safe workplace and a safe community. We think this will be really important as people transition back to the work site following the COVID-19 pandemic and that we need to look out for one another. If we get this right, there should be an increase in internal reporting and a decrease in the percentage of respondents in the People Matter Survey reporting sexual harassment and an increase in the satisfaction with outcomes of complaints.



Gender Composition of Governing Bodies

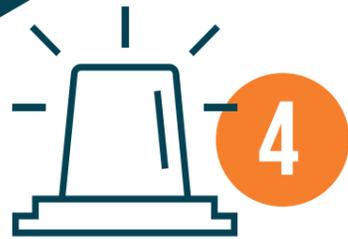
We see the makeup of the Council as being misaligned to the community which is represented. We recognise our opportunity to role model an organisation led by a diverse workforce, with diverse experiences, ideas and perspectives, as a way in which we can create an environment to support greater diversity in Council candidates in future years.



Gender Pay Equity

We see that irrespective of a banded structure, there seems to be a tendency for remuneration inequality for gender segregated workgroups and the banding of certain roles. We see a disparity between the 'tasks and duties' of staff at the same banded level due to gender, including items such as administration, setting up meeting rooms, or taking minutes. We see that staff are allocated or instructed to undertake work outside the band of the role on a regular and ongoing basis, and not being equally remunerated for the work delivered. We would like consistency in the way that position accountabilities and banding of a role is reviewed, and the language regarding the accountabilities is applied.

EMPLOYEE FOCUS GROUP CONSULTATION FINDINGS



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Recruitment and Promotion

We encourage the organisation to apply a gender lens to all advertising of positions, this would include looking at language around flexibility to encourage all people to apply and be able to negotiate flexible work arrangements. There is an opportunity to actively encourage diversity in candidates. There should be processes that ensure promotions and appointments are made on merit. As community leaders, we want to ensure that our processes actively encourage diversity and inclusiveness.



Gender Composition at all Levels of the Workforce

We will challenge stigma and stereotypes of gendered roles such as focusing on men as the 'breadwinner'. We are curious about what roles could be increased to full-time to attract men such as positions in childcare. We were surprised about parental leave arrangements available in other countries. We encourage our managers and leaders to think differently about work flexibility, shared roles, part time roles at senior levels. We support all parents to take carer's leave. If we get this right, there will be a more even spread of all genders participating in full time work.



Gendered Workforce Segregation

We encourage the organisation to offer training and traineeship opportunities in gender segregated roles. We acknowledge that you can not be what you can not see, so we need to ensure images around our workplace do not promote stereotypes but rather demonstrate diversity. We would like more understanding of the experience of people with diverse experiences through an internal program that allows us to walk a day in others' shoes.



GIA CHAMPIONS MESSAGE

WANT DO YOU WANT THE FULL MANAGEMENT TEAM (FMT) TO KNOW ABOUT THIS EXPERIENCE?

It's time for change, both in our mindset and in our actions.

We need a collective approach with strong leadership and support to set the tone and expectations.

We want our leaders to commit to being courageous in their decision-making to achieve our Gender Equality Vision.

Encourage FMT to consciously embrace and support staff's passion and commitment to gender equality in their attitudes and actions.

We want FMT to support the GEAP for its value to ensure we have a diverse organisation, and not as an obligation.

We encourage FMT to invest in the ongoing diversity of the workforce, in the people, and the depth and experiences that our people add to the organisation.

We encourage FMT to acknowledge all people for their individual strengths and value, and not for their unique differences.

We ask FMT provide a safe place for people to express their individual needs and be accepted for their whole selves at work.

We believe a focus on what the individual is able to bring to the organisation will create a culturally diverse and inclusive organisation.

We want GPSC to be regarded as an organisation that demonstrates respect and equality for everyone.

FMT will have our support.



3. CASE FOR CHANGE

GPSC acknowledges the gender equality principles outlined in the Act, and is committed to developing a Gender Equality Action Plan in line with those principles.

As an employer, and as a leader in the community, GPSC is committed to paving the way for gender equality and diversity, developing and embedding changes that empower each individual to be accepted and valued for who they are and their skills and experiences.

THE CASE FOR GENDER EQUALITY:

What are the benefits of gender equality for the workplace?



Workplace is representative of the community that brings diverse experience and insights to our work.



A safe, respectful and inclusive workplace culture.



Enhanced ability to attract and retain employees who bring their unique experiences and insights to Council.



Leading by example and building a reputation of a council that is inclusive as both a workplace and community.



A culture that contributes to the prevention of violence against women and gender diverse people.



Removal of barriers to equal participation in the workforce including in all occupations and in leadership roles.

OUR VISION FOR THE FUTURE

What will gender equality look, feel and be like in the workplace in 2025?

GPSC has a strong culture of belonging that is integrated into who we are and all that we do, allowing staff to bring their whole selves to work and benefit from equal support for growth and opportunity.

GOLDEN PLAINS SHIRE COUNCIL ACKNOWLEDGES THE GENDER EQUALITY PRINCIPLES OUTLINED IN THE ACT

1	All Victorians should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect and fairness.	6	Advancing gender equality is a shared responsibility across the Victorian community.
2	Gender equality benefits all Victorians regardless of gender.	7	All human beings, regardless of gender, should be free to develop their personal abilities, pursue their professional careers and make choices about their lives without being limited by gender stereotypes, gender roles or prejudices.
3	Gender equality is a human right and precondition to social justice.	8	Gender inequality may be compounded by other forms of disadvantage or discrimination that a person may experience on the basis of Aboriginality, age, disability, ethnicity, gender identity, race, religion, sexual orientation and other attributes.
4	Gender equality brings significant economic, social and health benefits for Victoria.	9	Women have historically experienced discrimination and disadvantage on the basis of sex and gender.
5	Gender equality is a precondition for the prevention of family violence and other forms of violence against women and girls.	10	Special measures may be necessary to achieve gender equality.

4. STRATEGIES AND MEASURES



GPSC has a workplace culture and structures that promote gender equality, challenge discrimination, and ensure a safe workplace for all where appropriate behaviours are confidently challenged and addressed.



Gender Composition at all Levels of the Workforce

Strategy	Action	Timeline				Responsible Department	Measure		
		2022	2023	2024	2025				
1	By 2025, GPSC will have a complete data set for the gender audit that demonstrates genuine representation of the diversity of the Shire's community.	1.1	Increase data collection of intersectional data via recruitment and payroll systems, including from new recruits and existing staff members.	●	●	●	●	People & Development	2025 Gender Audit is complete and includes intersectional data.
2	GPSC staff are engaged, consulted and informed of GPSC's progress towards gender equality.	2.1	Develop internal communication on: Intersectionality data Flexible work policy and processes to apply Promotion of leave entitlements (FV, carer's leave for men)	●				People & Development	Number and range of departments represented on Gender Equality Champion Working Group
3	GPSC leaders have the capability to manage a gender equal work environment.	3.1	Leaders and managers are trained in unconscious bias and workplace diversity.	●	●	●	●	People & Development	Number and type of training.



GPSC has a workplace culture and structures that promote gender equality, challenge discrimination, and ensure a safe workplace for all where appropriate behaviours are confidently challenged and addressed.



4 Gender Composition of governing bodies

Strategy	Action	Timeline				Responsible Department	Measure
		2022	2023	2024	2025		
4 Council will endorse and support GPSC as a leader in gender equality in the workplace and community.	4.1 Provide regular reports to Council on the workplace's performance against GEAP and showcase improvements.	●	●	●	●	Organisational Capability & Performance	Promotion of GE activities that demonstrates proactive GE action to attract diversity to Council.
	4.2 Advocate for gender equality and intersectionality education on Council's development calendar.	●	●	●	●	Organisational Capability & Performance	Number and type of training



5 Gender Pay Equity

Strategy	Action	Timeline				Responsible Department	Measure
		2022	2023	2024	2025		
5 GPSC will develop strategies to ensure consistent remuneration practices.	5.1 GPSC will apply the Gender Pay Equity Principles to all pay processes.	●	●	●	●	People & Development	Decrease in the pay gap.
	5.2 GPSC will apply a gender lens to vacant and new roles (including casual roles) to ensure pay equity, equal opportunity and flexibility.	●	●	●	●	FMT and People & Development	Decrease in the pay gap.



6 Workplace Sexual Harassment

Strategy	Action	Timeline				Responsible Department	Measure
		2022	2023	2024	2025		
6 GPSC will have the structures, practices and culture to respond appropriately to staff and stakeholders affected by violence, discrimination, bullying and sexual harassment.	6.1 All corporate documents display the GPSC commitment to safe work environment.	●	●	●	●	Communication, Engagement & Advocacy	Increase in formal reporting of sexual harassment and increase in staff satisfaction in outcomes of complaints
	6.2 Review sexual harassment policies and update/improve reporting and record keeping to ensure victim focused approach to sexual harassment complaints.	●				People & Development	Increased positive response rate to the three PMS statements relating to bullying, harassment and discrimination.
	6.3 Facilitate staff training and capability to prevent or respond to gendered violence and family violence.	●		●		People & Development	Number of training courses delivered. Number of participants .



Increase inclusiveness and remove barriers to ensure the diversity of Council and the workforce is representative of our community, including across leadership and decision-making roles



7-8 Gender Composition at all Levels of the Workforce

Strategy	Action	Timeline				Responsible Department	Measure
		2022	2023	2024	2025		
7 GPSC will build a culture of belonging that will support our commitment to gender equality and vision of a gender equal workplace.	7.1 Maintain and support Gender Equality Champion Working Group	●	●	●	●	Health, Wellbeing & Youth	Increased positive response rate to the six PMS statements for Indicator 1.
	7.2 Managers and leaders look for opportunities to refresh and continue conversations, and show initiative to progress conversations on GE and the alignment with GPSC vision and values in the work of their team.	●	●	●	●	FMT & Coordinators	Increased positive response rate to the six PMS statements for Indicator 1.



Increase inclusiveness and remove barriers to ensure the diversity of Council and the workforce is representative of our community, including across leadership and decision-making roles



7-8 Gender Composition at all Levels of the Workforce

Strategy	Action	Timeline				Responsible Department	Measure		
		2022	2023	2024	2025				
7	GPSC will build a culture of belonging that will support our commitment to gender equality and vision of a gender equal workplace.	7.3	Maintain and support Gender Equality Champion Working Group Language and images in internal and external documents and communications reflect diversity and follow LGBTQIA+ inclusive language guidelines. This will include pronouns on email signature and flying flags.	●	●	●	●	Communication, Engagement & Advocacy and Corporate Services	Increased positive response rate to the six PMS statements for Indicator 1.
8	GPSC will role model a commitment to women and gender diverse people from diverse backgrounds in our leadership groups.	8.1	Develop leadership opportunities or programs for women and people from diverse backgrounds within GPSC.	●	●	●		Organisational Capability & Performance	Increased positive response rate to PMS statement 'Gender is not a barrier to success in my organisation'



9 Gender Pay Equity

Strategy	Action	Timeline				Responsible Department	Measure		
		2022	2023	2024	2025				
9	GPSC will strive for gender balance in the manager and director level of the organisation	9.1	GPSC will apply the Gender Pay Equity Principles to all pay processes.		●			Organisation Capability & Performance	Decrease in the pay gap



10 Gender Composition at all Levels of the Workforce

Strategy	Action	Timeline				Responsible Department	Measure		
		2022	2023	2024	2025				
10	GPSC will be a community leader in challenging stigma and stereotypes of gendered roles	10.1	Offer traineeships and training in gender segregated work areas			●	●	People & Development	Increased positive response rate to PMS statement My organisation uses inclusive and respectful images and language
		10.2	Conduct an image audit on GPSC website and internal posters to ensure gendered segregation is not promoted. Include new images as documents are refreshed.		●			Communication, Engagement & Advocacy	Increased positive response rate to PMS statement My organisation uses inclusive and respectful images and language



Increase access, utilisation and support for flexible ways of working that support a diverse workforce and a culture of high performance



11 Recruitment and promotion practices

Strategy	Action	Timeline				Responsible Department	Measure		
		2022	2023	2024	2025				
11	GPSC recruitment and workforce strategy will demonstrate gender equality	11.1	Offer traineeships and training in gender segregated work areas		●			People & Development	Diversity of candidates applying for positions
		11.2	Conduct an image audit on GPSC website and internal posters to ensure gendered segregation is not promoted. Include new images as documents are refreshed.		●			People & Development	Increased positive response rate for the eight PMS statements relating to Indicator 5
		11.3	Establish equitable learning and development opportunities, which actively pursue gender diversity	●	●	●	●	People & Development	# of part-time people able to undertake training and learning



Increase access, utilisation and support for flexible ways of working that support a diverse workforce and a culture of high performance

12 Gendered Segregation

Gendered Segregation

Strategy	Action	Timeline				Responsible Department	Measure
		2022	2023	2024	2025		
12 GPSC will promote an inclusive workplace	12.1 Managers, Leaders and Teams actively explore and support initiatives to increase diversity within their team	●	●	●	●	FMT	Examples of diversity in teams. Shifts in segregated work teams
	12.2 Improve general knowledge around gender segregation within occupations and the workplace and the impact that gender stereotypes can have on wellbeing	●	●	●	●	People & Development and Health, Wellbeing & Youth	# of participants in training



13-14 Leave and flexibility

Strategy	Action	Timeline				Responsible Department	Measure
		2022	2023	2024	2025		
13 GPSC will review and evaluate the Flexible Work Policy to improve and support gender equality in how roles operate	13.1 Review Flexible work policy to create a broad approach to what flexibility can be achieved at GPSC	●				Organisation	Increased positive
	13.2 Leaders and managers are trained and supported in managing flexible work arrangements, including managing staff offsite to ensure a consistent and transparent process	●	●	●	●	Capability &	response rate to the PMS
14 GPSC will establish equality in access to parental and carers leave	14.1 Promote shared care responsibilities and flexible working arrangements for all staff including real life examples	●	●	●	●	People & Development	Increased positive response rate to seven PMS statements relating to Indicator 6
	14.2 Improve support for staff when returning from extended leave with a 'return to work' resource for staff and their team		●			Communication, Engagement & Advocacy	Increased positive response rate to seven PMS statements relating to Indicator 6
	14.3 Review Parental Leave policy and advocate for both parents to access parental leave provisions		●				Increased positive response rate to seven PMS statements relating to Indicator 6





5. LEADERSHIP AND RESOURCING

| SENIOR LEADERSHIP COMMITMENT TO THE GEAP

Our Gender Equality Action Plan (GEAP) is the roadmap by which we will create effective and sustainable change that will support our organisation to achieve gender equality.

This GEAP has been designed based on the voices of our people, and it's those voices that drive our passion and commitment in this space and our collective desire to achieve positive change.

Gender equality is an important social and economic goal. Societies with greater gender equality have lower rates of violence towards women and children, and better outcomes for women in terms of social, political and economic participation. By achieving gender equity for women, it allows a more just, inclusive and fair society for both women and men.

As the level of government closest to the community, local government is uniquely placed to play a strong leadership role in advancing gender equality. The focus of this Plan is to provide an integrated whole-of-Council approach to increase gender equality within Golden Plains Shire Council, ensuring our workplace is one where people can access and enjoy the same rewards, resources and opportunities regardless of gender.

Eric Braslis
CEO

RESOURCING, DEVELOPMENT AND IMPLEMENTATION



Achieving the strategies of the GEAP will require the commitment and expertise of individual roles to develop and lead outcomes, the GIA Champions to support implementation of the outcomes, and financial resourcing. This will include:

Resources	GIA Champions	Finance
<p>Existing staff from the People & Development Service Unit.</p> <ul style="list-style-type: none"> GEAP strategies built into the duties and responsibilities of current role to the equivalent of 0.20FTE per year for each year of the GEAP 	<p>Champions Group</p> <ul style="list-style-type: none"> GIA Champions as a key staff consultation mechanism and avenue by which to promote and embed GE change 	<p>\$30,000 (approx.) for SaaS</p> <ul style="list-style-type: none"> Finalise implementation of new payroll and HRIS Systems (Aurion) to support better data and close the gaps
<p>Restructure of existing FTE</p> <ul style="list-style-type: none"> include accountability for the promotion, collection and management of data 	<p>Vision & Values Committee</p> <ul style="list-style-type: none"> Established group supporting the delivery of future focused staff initiative, that will be accountable for delivering some of the strategies and actions from the GEAP 	<p>\$5,000 2-year audit</p> <ul style="list-style-type: none"> Consultant support with completion of the 2-year audit
<p>SMT and FMT</p> <ul style="list-style-type: none"> Commitment and practical support from Senior Management Team (SMT) and Full Management Team (FMT) to lead and support strategies 		<p>\$10,000 GEAP 2025-2029</p> <ul style="list-style-type: none"> Consultant support for analysis of data and development of the GEAP 202 –2029

GANTT PRIORITY 1

Strategies 1-6

1-3	4	5	6
Gender Composition at all Levels of the Workforce	Gender Composition of governing bodies	Gender Pay Equity	Workplace Sexual Harassment

GANTT PRIORITY 2

Strategies 7-10

7-8	9	10
Gender Composition at all Levels of the Workforce	Gender Pay Equity	Gendered Workforce Segregation

GANTT PRIORITY 3

Strategies 11-14

11	12	13-14
Recruitment and promotion practices	Gendered Segregation	Leave and flexibility

6. MEASURING PROGRESS

COMMUNICATING AND MEASURING OUR SUCCESS

MEASURES



Real time progress monitored monthly by the project managers



Internal consultation sessions with the Values Champions every six months to discuss and review progress of the GEAP



Annual 'Pulse Survey' to track the progress of the GEAP



Accountability of strategies captured in individuals' annual performance reviews and reported annually



Strategies reported on annually



Internal Culture Survey undertaken every three years

COMMUNICATION



Regular updates on the GEAP included in existing regular staff communication channels



Annual update presented to Council through formal channels (including FMT, Values Champions)



Annual update presented to Council



APPENDIX

Recommended minimum standard for inclusion of audit data in Gender Equality Action Plans



Gender Composition at all Levels of the Workforce

Workforce Data			
Overall Gender Composition of the workforce			
GPSC employs 247 people. The gender composition is 65% women and 35% men.			
Overall Gender Composition of the workforce by employment basis (full time, part time, casual)			
At GPSC, the makeup of the 247 positions is:		% M	% W
• 47% are full-time ongoing	Total Workforce	35	65
• 5% are full-time fixed term	Full Time Ongoing	59	41
• 32% are part-time ongoing	Full Time Fixed Term	50	50
• 1% are part-time fixed term	Part Time Ongoing	8	92
• 15% are casual	Part Time Fixed Term	25	75
	Casual	14	86
Gender composition of the workforce by level to CEO and/or other relevant classification/groupings			
Level to CEO		% M	% W
Total Workforce		35	65
CEO		100	0
Director		33	67
Manager		43	57
Coordinator		57	30
Team Leader		30	70
General Employee		37	63

Employee Experience Data			
Percentage of survey respondents who agreed with the following statement, by gender:			
PMS Statements	Aggregated %	% M	% W
Positive culture in relation to employees of different sexes/genders	61	76	69
Positive culture in relation to employees who are Aboriginal and/or Torres Strait Islander	58	57	61
Positive culture in relation to employees from varied cultural backgrounds	67	69	67
Positive culture in relation to employees of different age groups	65	69	69
Positive culture in relation to employees who identify as LGBTIQ	53	52	50
Positive culture in relation to employees with disability	51	55	54



Gender Composition of Governing Bodies

Workforce Data	
Gender Composition of Governing Body	
•	The Council is 14% (n=1) women and 86% (n=6) men.
•	The mayor is a woman
•	The Council does not have a gender balance

Employee Experience Data	
None	



Gender Pay Equity

Workforce Data	
Overall Organisational Gender Pay Gaps	
•	Median base salary gap is 12.2%
•	Median total remuneration gap is 12.2%
•	Total pay gap is 8.5%

Employee Experience Data	
None	



Workplace Sexual Harassment

Workforce Data	
Number of formal sexual harassment complaints made	
•	No formal complaints made

Employee Experience Data			
Percentage of survey respondents, by gender:			
PMS Statements	Aggregated %	% M	% W
% who experienced sexual harassment	6	12	3
Percentage of survey respondents who agreed with the following statement, by gender:			
PMS Statements	Aggregated %	% M	% W
I feel safe to challenge inappropriate behaviour at work	63	9	66
My organisation takes steps to eliminate bullying, harassment and discrimination	53	62	51
My organisation encourages respectful workplace behaviours	66	71	66



Recruitment and promotion practices

Workforce Data

Percentage of survey respondents who agreed with the following statement, by gender:

None

Overall gender composition of recruitments, promotions, higher duties, intern secondments, exits, career development opportunities

In 12 months, GPSC has appointed 60 new staff. This consisted of 35% men (n=21) and 65% women (n=39).

- Of the 34 full-time roles available, men were recruited to 56% of them (n=19)
- 90% of the men recruited had full-time work
- 100% of the part-time ongoing roles were taken up by women
- 8 of the 9 casual roles were taken up by women

Employee Experience Data

Percentage of survey respondents who agreed with the following statement, by gender:

PMS Statements	Aggregated %	% M	% W
My organisation makes fair recruitment and promotion decisions, based on merit	52	62	49
I feel I have an equal chance at promotion in my organisation	46	63	43
Gender is not a barrier to success in my organisation	66	76	63
Being Aboriginal and/or Torres Strait Islander is not a barrier to success in my organisation	58	67	54
Cultural background is not a barrier to success in my organisation	66	69	66
Sexual orientation is not a barrier to success in my organisation	69	76	67
Disability is not a barrier to success in my organisation	50	57	48
Age is not a barrier to success in my organisation	62	67	63

Overall gender composition of recruitments, promotions, higher duties, intern secondments, exits, career development opportunities

None



Gendered Segregation

Workforce Data

Gender Composition of ANZSCO code major groups in the organisation

		M %	W %
1	Managers	33	67
2	Professionals	34	66
3	Technicians and trades workers	23	76
4	Community and personal service workers	2	98
5	Clerical and administrative workers	8	92
7	Machinery operators and drivers	100	0

Employee Experience Data

Percentage of survey respondents who agreed with the following statement, by gender:

PMS Statements	Aggregated %	% M	% W
My organisation uses inclusive and respectful images and language	67	71	66
In my workgroup work is allocated fairly, regardless of gender	83	86	84



Leave and flexibility

Workforce Data

Proportion of the workforce using formal flexible working arrangements

- 16.6% utilise formal flexible working arrangements

Proportion of the workforce using formal flexible working arrangements, by gender

- 6% men
- 10.6% women

Gender composition of people in the organisation who have taken parental leave

- 100% women

Number of people who exited the organisation due to parental leave, by gender

- 1 woman

Proportion of the workforce using formal flexible working arrangements, by gender and level to CEO or other relevant classifications

Level to CEO	% M	% W
CEO		
Director		
Manager		4.88
Coordinator	4.88	4.88
Team Leader	2.44	
General Employee	29.27	53.66

Employee Experience Data

Percentage of survey respondents, who agreed with the following statement, by gender:

PMS Statements	Aggregated %	% M	% W
My organisation would support me if I needed to take family violence leave	73	74	79
I am confident that if I requested a flexible work arrangement, it would be given due consideration	67	67	67
My organisation supports employees with caring responsibilities, regardless of gender	66	69	67

Percentage of survey respondents who agreed with the following statement, by gender:

PMS Statements	Aggregated %	% M	% W
I have the flexibility I need to manage my work and non-work activities and responsibilities	69	74	72
Using flexible work arrangements is not a barrier to success in my organisation	52	60	52
Having caring responsibilities is not a barrier to success in my organisation	55	64	55
Having family responsibilities is not a barrier to success in my organisation	60	64	61



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The Well, Smythesdale

8.30am to 5pm, Monday to Friday

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