



WELLINGTON SHIRE COUNCIL

# Gender Equality Action Plan

## 2021-25



## Acknowledgement of Country

Wellington Shire Council acknowledges the Traditional Owners of the land, the Gunaikurnai people, and pay our respects to their Elders past, present and emerging. We acknowledge and uphold their continuing relationship to this land and water on which we rely.

The Gunaikurnai are the Traditional Owners of the land encompassed by Wellington Shire and hold Native Title to the region. The Bratualung Clan occupied the southern area including the waters and islands of Nooramunga.

The Tatungalung Clan lived around the Gippsland Lakes, the Brayakaulung Clan around the current site of Sale, Providence Ponds, Avon and Latrobe rivers and the Brabralung Clan were further to the west.

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# Introduction

The Wellington Shire Council Gender Equality Action Plan (GEAP) 2021-2025 is a Council strategy that will support Wellington Shire to be a more inclusive and gender diverse place to live and work. Our GEAP outlines our long-term plan in relation to gender equality, diversity and inclusion and details our objectives and what we will undertake to meet our obligations under the Gender Equality Act 2020.

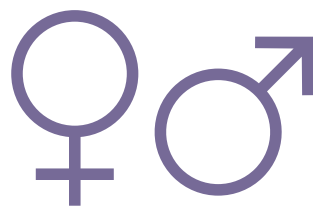
The Gender Equality Act 2020 will improve workplace gender equality in the Victorian public sector, universities and local councils. The Act commenced on 31 March 2021 and is promoted by these Objectives:

- Promote, encourage and facilitate the achievement of gender equality and improvement in the status of women
- Support the identification and elimination of systemic causes of gender inequality in policy, programs and delivery of services in workplaces and communities
- Recognise that 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
- Redress disadvantage, address stigma, stereotyping, prejudice and violence, and accommodate persons of different genders by way of structural change
- Enhance economic and social participation by persons of different genders
- Further promote the right to equality set out in the Charter of Human Rights and Responsibilities and the Convention on the Elimination of All Forms of Discrimination against Women



# What is Gender Equality?

Gender equality is when people of all genders have equal rights, responsibilities and opportunities. Under the Gender Equality Act “Gender equality means equality of rights, opportunities, responsibilities and outcomes between persons of different genders”. Everyone is affected by gender inequality, and it impacts people of all ages and backgrounds



# What are Intersectional Groups?

For many Victorians, gender inequality may be compounded by other forms of disadvantage or discrimination that a person may experience due to other characteristics, such as: **race, Aboriginality, religion, ethnicity, disability, age, sexual orientation** and **gender identity**. The Act requires organisations to consider these when developing strategies and measures to promote gender equality.



# Who does gender equality affect?

## Children

- Gender stereotypes affect children's sense of self from a young age.
- Boys receive 8 times more attention in the classroom than girls.
- Girls receive 11% less pocket money than boys.
- Children classify jobs and activities as specific to boys or girls.

## Young people

- Gender stereotypes affect behaviour, study choices, ambitions and attitudes about relationships.
- Girls are less likely to take part in organised sport.
- Girls are less likely to do advanced maths subjects in their final years of school.
- 1 in 3 Australian women over 15 has experienced physical violence.

## Adults

- Victorian women earn 87.6 cents to every dollar earned by men.
- Although more women than men complete tertiary education, their graduate salaries are lower.
- 1 in every 2 mothers experiences discrimination during pregnancy, on parental leave or when returning to work.
- Victorian women do nearly twice as much unpaid work as men.

## Older people

- Women retire with half the superannuation savings of men.
- This affects women's financial security, health and wellbeing.
- More older women are at risk of homelessness than men.

## Aboriginal women

- Aboriginal women's experience of gender inequality is made worse by the impacts of colonisation and violent dispossession.
- They are 11 times more likely to die from family violence than other women.

## Culturally diverse communities

- Women from culturally diverse communities experience racism and discrimination on top of gender inequality.
- Migrant and refugee women are often in insecure, low-paid work or work for which they are overqualified.
- Women from non-English speaking backgrounds can face barriers to accessing services and understanding their rights.

## Men

- Traditional stereotypes are difficult for many men to live up to. They feel pressure to be both physically and emotionally strong, and be the main income earner.
- Many workplaces don't offer men extended parental leave or flexible hours.
- Men are more likely to drink too much, take unhealthy risks and engage in violence.
- They are less likely to seek professional help or talk about their problems with friends or family.
- Men are more likely to commit suicide.

## Rural and regional women

- Women living outside of metropolitan areas often do not have access to public services.
- They are at greater risk of poor health outcomes and family violence.

## Trans and gender diverse people

- Trans and gender diverse people may feel forced to hide their gender identity when using services, at school or at work.
- They are at greater risk of mental illness, verbal and physical abuse and social exclusion.

## Women with disabilities

- Women with disabilities are more likely to experience family violence and sexual assault.
- They are more likely to be unemployed or underemployed.
- They are paid less than men with disabilities and women without disabilities



# Message from the CEO

*I am proud to present our Gender Equality Action Plan (GEAP) 2021-2025.*

*At Wellington Shire Council, we are committed to ensuring a culture of respect and equality for all, where all of our employees have access to equal resources and opportunities.*

*It is a privilege to be able to lead Wellington Shire Council through such a significant period of change for a better future. Changing something as entrenched as gender inequality will not happen quickly or easily. As an organisation we must stand together and commit ourselves to a better future for all people in our workplaces and communities with different backgrounds, abilities, ages, genders and/or sexual orientations and gender identities.*

*Gender inequalities are built into the mindsets, systems and structures of our society including our workplaces. This is why we must recognise gender equality in part as a business issue which needs to involve our women, men, and people with different gender identities as active and equal partners.*

*Our vision for Gender Equality at Wellington Shire Council is for all employees to be treated equally and to feel respected and safe in their working environment regardless of their gender.*

*The development of Wellington Shire Council's, Gender Equity Action Plan, compliments several initiatives that have been developed for Council which includes:*

- *Workforce education to prevent all forms of inappropriate workplace behaviour including bullying, discrimination, and sexual harassment.*
- *Internal policy development to support employees experiencing domestic or family violence.*
- *Employee engagement, Gender Equality and Respectful Workplace surveys.*
- *Gender Equality committee.*
- *Completion of the Workforce Gender Audit.*
- *Implementation of the Gender Impact Assessment process to assist with policy development and major projects.*

*The development of our Gender Equality Action Plan has been completed in consultation with Senior leaders and employees. The consultation process has identified several areas of improvement including how we can challenge the way that things have always been done, to ensure that as a Council we have a workforce that is representative of our changing community expectations.*

*I look forward to leading the Wellington Shire team through this period of change and in ensuring that as a Council we lead the way in gender equality with sustained, enduring, and measurable action.*

**David Morcom**

**Chief Executive Officer**  
Wellington Shire Council





# Our values

At Wellington Shire Council our values guide our behaviour and underpin everything we do. Our values help us achieve our vision and improve the quality of the services we offer to our community.

## Cooperation

Working together, teamwork, collaboration and being solution oriented.

## Integrity

Acting with respect, honesty, reliability, trust, tolerance and understanding.

## Balance

Demonstrating fairness, equity, and flexibility. Considering work-life balance, and balancing community needs against resources.

## Professionalism

Personal development and meaningful work, being competent, innovative, and courageous, focusing on excellence and continuous improvement.

## Sustainability

Going above and beyond to demonstrate commitment to leading sustainable practices and encouraging and supporting others to do the same.

# Baseline audit analysis

## Workforce Gender Audit (WGA) and Employee Experience Survey (EES)– Key Insights

- The results below are based on the data gathered following the completion of our WGA as of 30 June 2021.
- The WGA required Wellington Shire Council to input data for each employee including the employment type, banding, remuneration, gender, level to the CEO as well as intersectional data such as staff identify i.e. Aboriginal Torres Strait Islander, sexual orientation, religion, cultural identity, and disability status.
- As defined by the Commission, Wellington Shire Council's WGA is based on gender-disaggregated data and is representative of reporting levels from the CEO and employment type (Full-time, part-time and casual).
- In addition to the WGA defined entities were required to complete an EES to capture more information relating to people's experiences regarding gender equality, diversity and inclusion at Wellington Shire Council.
- Most Councils opted to use the People Matters Survey, however, we saw an opportunity to also capture and start building on the intersectional data of our workforce, so we opted to use our own survey platform, to mirror the questions used in the people matters survey and capture demographic information for each staff member which included the intersectional data.
- This data was used to complement the workforce data; however, care must be taken in drawing conclusions as the survey data represents the views of the 174 out of 522 responses and as such may not represent all staff views.
- During our onboarding process Council has collected new employee's gender as sex responses (male/female). For purposes of this reporting, it has been presumed that all female responses correlate with woman and all male responses correlate with man. There were no options for 'other' gender or 'prefer not to say'. This is being rectified to enable future reporting to correctly identify employee's gender rather than sex and allow staff the option to select 'other' or not disclose.
- Data has been de-identified and summarised to enable reporting against the Commission's WGA measures that make up the 7 workplace gender equality indicators

**Survey Participation Rate: 33%** (174 out of 522 responses)

**Overall Inclusion score: 77%** (55% women, 43% men, 1% self-described. Self-described: includes: non binary, gender non-conforming, agender or bigender).

*Sources of insight for Wellington Shire Council's Workforce Gender Audit and Gender Equality Survey Results*

Indicator

> 01

# Gender composition of the workforce

## Headcount

Men - 225  
Women - 303  
Self Described - 2

## General Managers

Men - 75%  
Women - 25%  
Self Described - 0%

## Councillors

Men - 56%  
Women - 44%  
Self Described - 0%

## Managers

Men - 77%  
Women - 23%  
Self Described - 0%

Identify as  
Aboriginal and/  
or Torres Strait  
Islander

4

Identify as  
having a  
disability

6



Identify as  
LGBTIQ

9

## Coordinators

Men - 49%  
Women - 51%  
Self Described - 0%

## Casuals

215

Men - 30%  
Women - 69%  
Self Described - 0.9%

## Full-time

224

Men - 61%  
Women - 38%  
Self Described - 0.4%

## Part-time

74

Men - 16%  
Women - 84%  
Self Described - 0%

## Team Leaders

Men - 40%  
Women - 60%  
Self Described - 0%

At the time of the WGA the gender balance within our leadership team (CEO, General Managers and Managers) was 22% women and 78% men. Although it is necessary that gender equality at this level be improved, research suggests that a barrier to career advancement for women is that they are more likely to be impacted by individual choices regarding family or caring responsibilities (WGA, 2020). This can be compounded by working part time or flexible hours. Generally, leadership or senior positions are only considered at full time hours, ruling out applications from part time applicants, who are primarily women. (WGA, 2021).

At Wellington Shire council a key observation is that there is a higher proportion of women engaged across our part time and casual workforces. There is an opportunity for improvement to create a more positive culture around more senior roles having access to work part time which could include

promoting the potential for role share arrangements for certain roles.

Currently when looking at 18 leadership positions we have, no-one is engaged on a part time basis. A common stereotype engrained within societal norms suggests that leadership positions must be full time; a theme that appears consistent with what is occurring within our organisation. With 87 part time employees and 71 of those being women, consultation with the organisation indicated there is an opportunity to see Council consider ways to engage part time employees in leadership and senior positions.

Higher duties and secondments could be one way of developing skills and creating opportunities for advancement of career pathways within the organisation.



## **Opportunity Area**

*Promote role sharing arrangements and part time work at all levels of the organisation.*

**“There is a positive culture within my organisation in relation to employees of different sexes/genders”**

**62%**

**Men 67% Women 59%**





## Part-time statistics

- A higher proportion of our part time workforce are women
- An opportunity for improvement is for more senior roles having access to work part-time staff including promoting potential for role share arrangements.

When looking at Council's leadership team

**0** out of **18**

employees are engaged on a part time basis

When looking at Council's part time workforce

**71** out of **87**

Employees are women

In the past year

**1** out of **18**

higher duties were undertaken by part time female employees

In the past year

**2** out of **20**

secondments were awarded to part time female employees

## Indicator 02

# Gender composition of governing body

Wellington Shire Council recognises that when we have diversity in our decision-making bodies, better decisions are made. Wellington Shire Council is proud to have a fairly even representation of both women and men in our governing body with 4 women and 5 men elected as Councillors. As the level of government closest to our community we believe that it is vital that our Councillors reflect the communities in which they serve.

### Councillors

**Men 56%**

**Women 44%**

**Self-Described 0%**



**Cr Garry Stephens**  
Coastal Ward  
T: 0476 000 157



**Cr Scott Rossetti**  
Central Ward  
T: 0419 366 686



**Cr Carolyn Crossley**  
Northern Ward  
T: 0409 485 833



**Cr Gayle Maher**  
Coastal Ward  
T: 0476 000 162



**Cr Ian Bye**  
Central Ward  
T: 0476 000 146



**Cr John Tattersson**  
Northern Ward  
T: 0448 433 036



**Cr Marcus McKenzie**  
Coastal Ward  
T: 0448 482 509



**Cr Jill Wood**  
Central Ward  
T: 0448 573 297



**Cr Carmel Ripper**  
Northern Ward  
T: 0457 056 436

# Gender equality in Local Government

On 4 February 2021, Local Government Minister, The Hon Shaun Leane MP and Minister for Women, the Hon Gabrielle Williams MP announced the formation of a new Gender Equality Advisory Committee (GEAC). The GEAC will be led by Kat Theophanous MP, and Juliana Addison MP, and will draw on the experience from across the sector to ensure local government can harness the benefits of equality for all Victorians. This new committee has been formed in an effort to drive gender equality across Victoria's 79 councils.

The committee will advise the Minister for Local Government and Minister for Women on how to deliver the Government's target of 50 per cent female Mayors and Councillors by 2025. The implementation of equality measures in the Local Government Act 2020 and Australian-first Gender Equality Act will also be a priority, addressing the challenges identified by women elected as councillors and as council employees.



## ***Opportunity Area***

*Councillors to promote Gender Equality.*



## Indicator 03

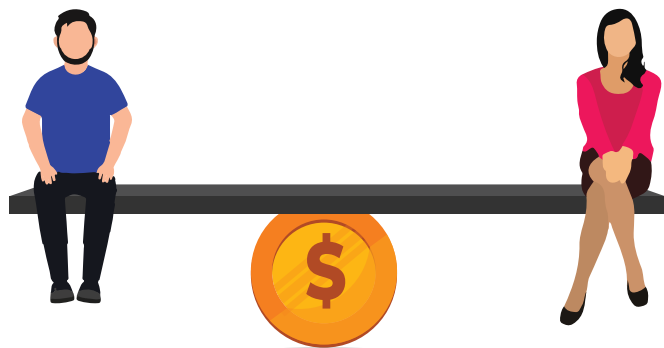
# Pay equity of our workforce

The gender pay gap measures the difference between the average earnings of women and men across the entire workforce. It is an internationally established measure of women's position in the economy in comparison to men. The gender pay gap is the result of the social and economic factors that combine to reduce women's earning capacity over their lifetime.

The gender pay gap is calculated by analysing remuneration data of all employees and following the standard gender pay gap formula of:

$$\text{GPG} = 100\% \frac{\text{Male Average Earnings} - \text{Female Average Earnings}}{\text{Male Average Earnings}}$$

A gender pay gap that is positive means the average salaries of men are greater than women by that percentage.



## What drives the gender pay gap?

The gap between women's and men's earnings is a symptom of a broader cultural problem in workplaces. It reflects the historic and systemic undervaluing of women's workplace contributions and the significant barriers that lead to the under-representation of women in senior executive and management roles.

The gender pay gap is influenced by a number of factors, including:

- conscious and unconscious discrimination and bias in hiring and pay decisions
- women and men working in different industries and different jobs, with female-dominated industries and jobs attracting lower wages
- lack of workplace flexibility to accommodate caring and other responsibilities, especially in senior roles
- high rates of part-time work for women
- women's greater time out of the workforce for caring responsibilities impacting career progression and opportunities.
- women's disproportionate share of unpaid caring and domestic work



## Impact of large casual workforce on our pay gap

Council currently employs 215 casual employees of which 149 are women.

Through the analysis of our WGA data, we discovered that the large number of women who are employed on a casual basis was skewing the pay gap data for the rest of the organisation.

Once we removed the data for our casual workforce when looking at our full-time and part-time workforce within Council, there is a median 9% pay gap (base salary and total remuneration) for women across the organisation, or \$7,036 in total remuneration. This difference may also, in part, be due to step levels within our standardised banding structure across all Council roles.

## Key Observations gender pay gap

When looking deeper into the data, it is apparent that the pay gap is more prevalent at particular levels of the organisation.

Considering Local Government has a structured remuneration model, there are differences identified in the application of banding levels when engaging new employees, and at the senior leadership level due to factors such as experience, role type, etc.

Key observations from our Workforce Gender Audit data include:

- General Manager, Manager and Coordinator level pay gap minor – 2%
- Largest pay gap at the team leader level due to more women requesting to work in part time roles and as a result earning less (pro-rata of a full-time role) as they work part time – 31%
- No part time employees engaged at the senior level
- This data has highlighted that we have an opportunity to consider and promote role sharing arrangements and that we should consider creating more opportunities for staff with capabilities in senior roles to work in a part time capacity.
- The pay gap at the team leader level was predominately due to majority of staff at this level being women (59%) and 8 of them requesting to work at a part-time capacity.
- The pay gap at the Band 2-1 level was due to 18 women working part-time as school crossing supervisors at this level at a Band 1 level who are grouped with a larger group of men who work in our roads maintenance department paid at a Band 2 rate who work full-time.

Wellington Shire Council is committed to promoting pay equity and ensuring that jobs are assessed in a non-discriminatory way by ensuring we value skills, responsibilities and working conditions in each job or job type and then remunerating employees accordingly.



## Opportunity Area

*Work to eliminate pay gaps at senior level appropriate to responsibilities.*

## Supporting data from the Wellington Shire Council Workforce Gender Audit

Median base salary gender pay gap

**Women - 8 %**  
**Self Described -10%**

Median total remuneration gender pay gap

**Women - 9 %**  
**Self Described - 10%**

Median base salary gender pay gap full time  
ongoing permanent employees (FTO)

**Women - 8%**  
**Self Described - 10%**

Median Base salary gender pay gap full time  
fixed term employees (FTT)

**Women - 17 %**  
**Self Described - N/A**

Median base salary gender pay gap part time  
ongoing permanent employees (PTO)

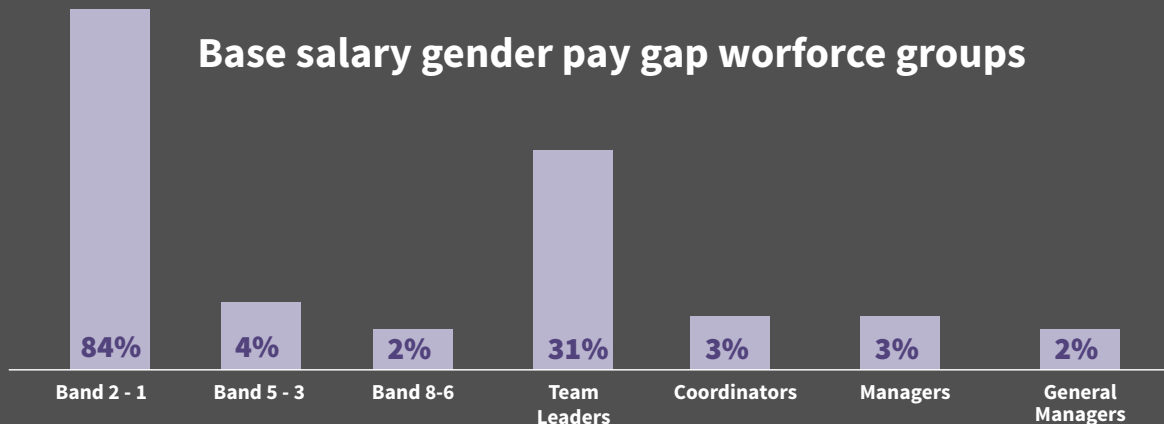
**Women - 17%**  
**Self Described - N/A**

Median base salary gender pay gap part time  
fixed term employees (PTT)

**Women - 15%**  
**Self Described - N/A**

*(Figures above exclude casual workforce)*

### Base salary gender pay gap workforce groups



## Observations

**8 Women**  
work part-time at the  
Team Leader level

**18 Women**  
working part-time at the  
Band 2 -1 level

## Indicator > 04

# Sexual harassment

Council's commitment to seeing these statistics improve is in alignment with our Workforce Plan and with Council's commitments to the Victorian Auditor General's Office (VAGO) Local Government Sexual Harassment Audit recommendations. Wellington Shire Council is committed to eliminating sexual harassment from the workplace.

Council's opportunity in this space will largely be in education, training, and promotion of support services.

Of our results, there is an opportunity to strengthen a workplace culture where people feel psychologically safe to speak up and challenge inappropriate behaviour.

### Workforce data

Number of formal sexual harassment complaints made

(July 2020 – June 2021):

**TOTAL = 0**

**Women 0%, Men 0%**

### Employee Experience Survey

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

**Wellington Shire Council encourages respectful workplace behaviours.**

**Women 84%, Men 82%**

### Key Insights

**96%** of staff know where to get help if they or a co-worker are experiencing bullying or harassment.

**86%** of staff know how to make a formal complaint of bullying and harassment at work

**83%** of staff feel safe to report inappropriate behaviour in the workplace

**81%** of staff feel respected at work

**79%** of staff feel there is a positive workplace culture at work that does not accept or tolerate inappropriate workplace behaviour

**72%** of staff feel that work is an inclusive environment that brings out the best in people



### Opportunity Area

*Calling out inappropriate behaviour  
– Creating a safe environment  
where all staff feel safe to challenge  
inappropriate behaviour at work*

## Indicator 05

# Recruitment & promotion

Currently, 69% of men believe that fair recruitment decisions are made, based on merit, whilst only 58% of women and 50% of people whose gender is self-described are of this opinion.

Additionally, when considering whether there may be intersectional discrimination within the organisation, 54% of our team members who speak a language other than English believe that they have an equal chance of promotion. With 56% of women and 73% of men, respectively, agreeing with this statement, evidently this is an area of consideration for Council, but it cannot be overlooked that there may be additional biases at play, outside gender.

Barriers might include ‘unconscious bias’, or implicit social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Barriers for women can include the content of job advertisements, unconscious biases in merit-based assessment, the perspective and/or bias of recruiters, or the brief provided to recruitment agencies.

Other significant barriers might include the lack of mentoring for women, as well as access to informal networks, existing gender stereotypes, differences between the performance evaluation of women and men, and a lack of workplace flexibility in some areas.

Wellington Shire makes fair recruitment decisions based on merit

**Women - 58%**

**Men - 69%**

I feel I have an equal chance at promotion at Wellington Shire Council

**Language other than English - 54%**

**Self described - 50%**

**Women - 56%**

**Men - 73%**



## Opportunity Area

*Ensure that our recruitment practices are fair and that promotion decisions are based on merit.*





## Indicator 06

# Leave & flexibility

Wellington Shire Council is committed to providing workplace flexibility and developing best practice policies to support the needs of our employees organisation wide. We openly encourage and support a healthy work/life balance. Our benefits are structured to help our employees be the best they can be, both in and outside of the workplace.

We offer a great range of benefits including:

- Individual workplace flexibility agreements
- Remote working from home
- Flexible hours
- Family/Carers leave
- Job-share or part-time arrangements
- Rostered days off
- Time in Lieu
- Generous long service leave and annual leave entitlements
- 48/52 additional leave purchasing schemes

Currently we have a small cohort of staff who are utilising formal flexible working arrangements for a range of reasons including parenting responsibilities for the care of a school aged child or younger, caring responsibilities, grandparents responsible for the care of a school aged child or younger and some staff looking to transition to retirement.

Based on our data insights we discovered that we have a positive culture towards staff utilising flexible work arrangements and our leave and flexibility offerings are viewed favourably. In contrast, findings show we can improve broader utilisation and perception of workplace flexibility, leave types and accessibility by raising awareness showing support for staff who opt into these arrangements.



### Opportunity Area

*Maintain a positive culture towards staff utilising flexible work arrangements and improve staff understanding of workplace flexibility.*

### Workforce data

Proportion of the workforce using formal flexible working arrangements: **2%**

Proportion of the workforce using formal flexible working arrangements:

**Women 1%, Men 1%**

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

**Women 57%, Men 43%**

Number of people who exited the organisation during parental leave, by gender:

**Women 1, Men 0**

### Employee experience survey

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

My organisation would support me if I needed to take family violence leave:

**Women 84%, Men 88%**

I am confident that if I requested a flexible work arrangement, it would be given due consideration:

**Women 73%, Men 78%**

My organisation supports employees with family or other caring responsibilities, regardless of gender:

**Women 79%, Men 89%**

## Indicator 07

# Gendered work segregation

In 2014, the Australian Government, along with other G20 members committed to reducing the gender gap in workforce participation by 25 percent by 2025. Reducing gender segregation in the workforce will be central to achieving this goal.

Gender segregation in the Australian workforce is significant and operates at three levels: industry, occupation, and role.

Gender segregation in the workplace has been a persistent feature of the Australian economy for over 20 years. Gender segregation occurs at the occupation, role and industry levels. Statistics clearly demonstrate that women are more likely to be employed in lower paying and insecure jobs, while men are more likely to work full-time and in the highest paid industries.

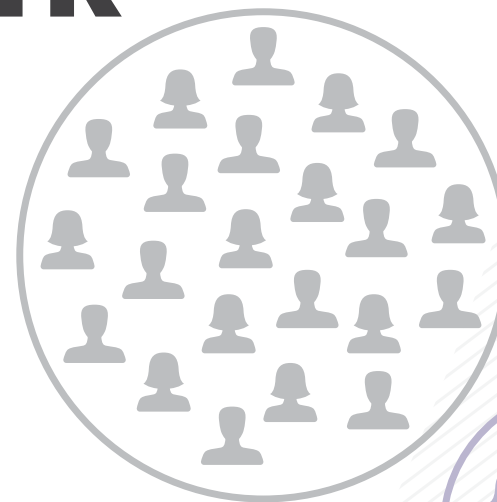
This significantly impacts on women's economic security and the gender pay gap,

and the high levels of poverty experienced by many older Australian women.

Local government has several areas of our workforce that are highly gender segregated by industry and occupation. There are “female dominated” and “male dominated” areas of our workforce.

Within our Council women remain underrepresented in the traditionally male dominated industries such as engineering, town planning, roads maintenance operations. Conversely, men are underrepresented in administrative support and community wellbeing.

The economic consequences of this imbalance disproportionately across the wider industry disadvantages women and contributes to the gender pay gap and lifetime economic inequality.



### **Opportunity Area**

Encourage greater gender representation across areas of under-representation including for people who work part-time and through our secondment and higher duties opportunities.

## Workforce data

Gender composition of Australian and New Zealand Standard Classification of Occupations (ANZSCO) code major groups in the organisation:

**Managers** Women 44% , Men 56%

**Professionals** Women 56% , Men 44%

**Technicians and trades workers**

Women 18% , Men 82%

**Community & personal service workers**

Women 76% , Men 24%

**Clerical and administrative workers**

Women 70% , Men 30%

**Labourers** Women 28%, men 72%

## Employee Experience Survey

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

***My organisation uses inclusive and respectful images and language***

Women 78%, Men 82%

***In my workgroup work is allocated fairly, regardless of gender***

Women 79%, Men 90%

## Management and leadership roles

Women are under-represented in senior leadership positions at Wellington Shire Council.

## Workforce data

Gender composition of leadership groups in the organisation:

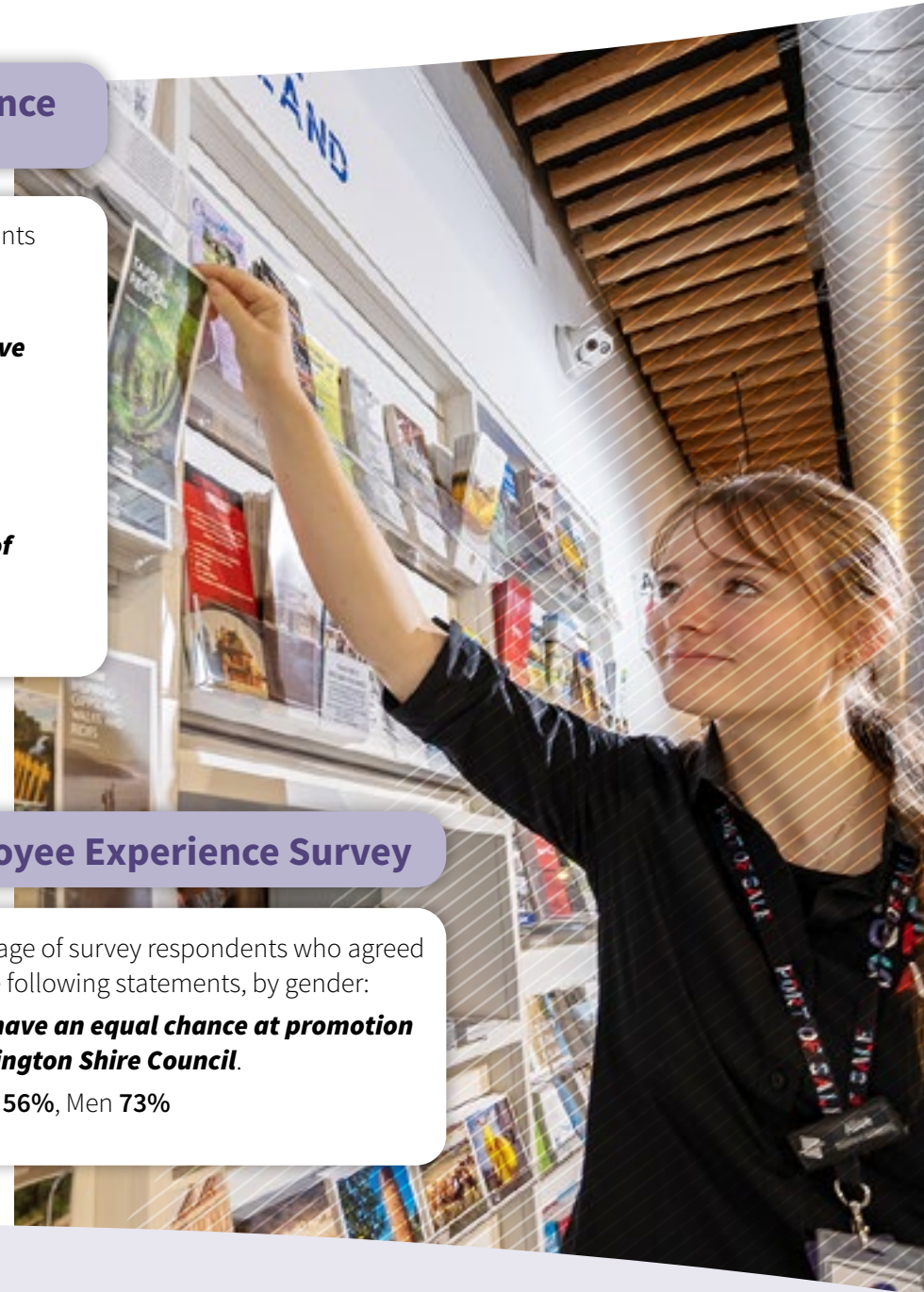
<b>General Managers</b>	<b>Managers</b>	<b>Coordinators</b>	<b>Team Leaders</b>
Women 25%	Women 23%	Women 52%	Women 59%
Men 75%	Men 77%	Men 48%	Men 41%

## Employee Experience Survey

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

***I feel I have an equal chance at promotion at Wellington Shire Council.***

Women 56%, Men 73%



# Meaningful consultation and engagement

Preparation of the Gender Equality Action Plan has involved the analysis of the following consultation process and participation:

Date	Project / Consultation	Summary
June 2021	Online presentation by Gender Equality commissioner Dr Niki Vincent	Presentation to all Senior Leaders, CEO, Councillors and HR representatives
June 2021	Gender Equality Survey or “Employee Experience Survey”	<p>In addition to the Workforce Gender Audit, defined entities were required to complete an employee experience survey to capture more information relating to our people’s experiences with gender equality, diversity and inclusion at Wellington Shire Council.</p> <p>Most Councils opted to use the People Matters Survey, however, we saw an opportunity to also capture and start building on the intersectional data of our workforce, so we opted to use our own survey platform Culture Amp, to mirror the questions used in the people matters survey.</p>
August 2021	GE Committee (working group established (monthly meetings)	10-person committee was established to drive GE practices and be the advocates of the Gender Equality Act 2020
September 2021	Gender Impact Assessment Training with Diversity Partners (approved Panellists by the Commission for Gender Equality and subject matter experts)	<p>3 X 2-hour online sessions for our leadership group. The sessions were to educate, support and start to develop internal leaders for driving gender equality within our organisation and start to apply a gender lens over our policies, projects or procedures</p> <ul style="list-style-type: none"> <li>• Understanding our commitment and responsibility to the Gender Equality Act as an organisation</li> <li>• 4 step processes of Gender Impact Assessment (GIA), discussing the role of a GIA Officer/Lead:</li> <li>• Creating an enabling GIA environment</li> <li>• Prioritising GIA activity</li> <li>• Embedding into business systems and processes</li> <li>• Supporting organisational capability build</li> <li>• Mechanisms for reporting</li> </ul>



Date	Project / Consultation	Summary
October 2021	Intranet communication	Information on the Gender Equality Act 2020 and our duty as Council published on Intranet for all employees and Councillors to view.
December 2021	Gender Equality Audit. The Gender Equality Act 2020 requires certain organisations (defined entities) to undertake a workplace gender audit and regularly collect and report data on gender equality in the workplace.	<p>The workplace gender audit has helped us establish baseline organisational data on gender equality from which we can:</p> <ul style="list-style-type: none"> <li>Identify any critical gaps, areas for improvement and challenges to address in its Gender Equality Action Plan</li> <li>Monitor and assess progress made in relation to workplace gender equality including whether strategies and measures are effective.</li> </ul>
December 2021	Submission of the Workforce Plan 2021-2025	<p>The Workforce Plan is directly linked to the Wellington 2031 Community Vision and Council Plan 2021. The Vision outlines the long-term plan for the Wellington Shire Council, where the Council Plan 21-25, details the four-year objectives and projects to meet the vision of Wellington 2031.</p> <p>The gaps relevant to Gender Equality included:</p> <ul style="list-style-type: none"> <li>Lack of career pathways (in some areas)</li> <li>Challenges in succession planning</li> <li>Need for flexible work practices</li> </ul>
February 2022	Gender Impact Assessment Template	Designed and shared with Gender Equality Committee
February 2022	GE committee and CMT (Corporate Management Team) consultation session	A high-level detailed report of the results gathered from the WGA and employee experience survey were presented and feedback sought.
March 2022	Leader's presentation and consultation session	Draft strategies shared with the team and feedback sought via consultation session. Feedback on the strategies and actions were collated and incorporated into the GEAP which was further distributed amongst the Corporate Management Team and Councillors for comment prior to finalisation

# Supporting documentation and relevant Wellington Shire Council policies

## **Links to Wellington Shire Council Workforce Plan 2021-2025 – Page 22**

- Continue to promote and drive gender equality, diversity and inclusiveness
- Recruiting suitably qualified staff in key areas across the organisation such as ICT, planning, engineers and governance

## **Links to Wellington Shire Council Plan 2021-2025 – Page 45**

### **3.1 - An inclusive, diverse, and resilient community**

- **3.1.3 - .1.3** Sensitively consider and support people to participate, contribute and be represented in our community without barriers due to disability, gender, age, sexuality or culture via the development and implementation of a Diversity and Inclusion Action Plan
- **3.1.4 - 3.1.4** Implement a Gender Equality Action Plan to improve gender equity and fairness within the workplace and amongst our community

## **Family Violence Policy**

Providing direction for supporting employees that may be experiencing family violence

## **Recruitment and Selection Policy**

Provides guidance for consistent, fair, and equitable recruitment and selection for applicants for all vacant positions in accordance with the requirements set out within the Local Government Act 2020

## **Workplace Flexibility Policy**

Explains individual workplace flexibility arrangements, working from home, 48/52 and other models of employment

## **Sexual Harrassment Policy**

The policy defines sexual harassment, outlines unacceptable behaviour and its consequences

# Paving the way

‘Paving the Way’ – Gippsland Women’s Health in partnership with Baw Baw and Wellington councils

In 2013, Gippsland Women’s Health teamed up with Baw Baw Shire Council and Wellington Shire Council to undertake the ‘Paving the Way’ workplace project to prevent men’s violence against women.

This project focused on “increasing an organisation’s capacity to achieve gender equitable access to workplace resources and opportunities, respond to and support employees experiencing family violence and create a workplace environment that does not tolerate attitudinal support for men’s violence against women”.

Baw Baw Shire Council and Wellington Shire Council have since undertaken various activities under the ‘Paving the Way’ banner and with Gippsland Women’s Health.



These projects include but are not limited to:

- Family violence and workplace training for both Councils
- Mentors in Violence Prevention Training for Baw Baw Shire Council staff and Our Watch Issue members
- Masters Research Project on “staff perceptions of barriers and enablers to becoming involved in workplace-based initiatives to end men’s violence against women and children” in both councils.

The Paving the Way initiative highlights an important rural partnership between local councils and a community health organisation. This partnership improved both council’s ability to effectively carry out PVAW and other gender equity initiatives in their communities. According to Gippsland Women’s Health, the Paving the Way approach to workplace gender equity is “the first step in enabling local governments to work within their wider sphere of influence (local community) in preventing violence against women”.

# Case for change

The purpose of Wellington Shire Council's case for change, is to assist the organisation to embrace gender diversity and inclusion in our decision making.

Gender equality is a fundamental human right essential to the health of our workplace culture, and our community.

We must understand the impacts of gender diversity and inclusion in our workplace to ensure that we are able to attract and retain a broader talent pool of staff and increase gender balance in leadership roles.

We will consider gender equality in an intersectional way to ensure holistic changes are made which address multiple forms of discrimination and disadvantage. This approach respectfully recognises the complex and individual experiences of staff and members of our community.

We will build a safer and more inclusive workplace where we respect each other, act with integrity, and support people to work to the best of their abilities and achieve their professional goals.

We will ensure people who come into contact with Wellington Shire Council are afforded equal rights and treated with dignity and respect. A workforce built on equality enables us to provide a services for our community that delivers a safer, fairer and stronger outcomes for all.

We are committed to understanding how gender inequality plays out in our organisation and the wider local government sector.

We will build our knowledge through gathering strong data and listening to the stories behind the data to get a more fulsome picture of what's happening within our organisation and across its various settings.

We will prioritise organisational safety to create a working environment where our staff feel safe to fully express themselves, and do not feel harassed or discriminated against. Psychosocial and physical safety will be valued equally.

We will support staff to be positive bystanders and strengthen mechanisms for support and reporting.

We will also seek improvements to creating a culture where work life balance is valued as it has a direct impact on people's performance, as well as their sense of health and wellbeing.

We will dedicate the required time, resources, and effort to build a coordinated and strategic approach to embedding gender equality across the organisation.

We must understand the impacts of gender diversity and inclusion in our workplace to ensure that we are able to attract and retain a broader talent pool of staff and increase gender balance in leadership roles.



### **Wellington Shire Council acknowledges the gender equality principles outlined in the ACT**

- 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.
- Gender equality benefits all Victorians regardless of gender.
- Gender equality is a human right and precondition to social justice.
- Gender equality brings significant economic, social and health benefits for Victoria.
- Gender equality is a precondition for the prevention of family violence and other forms of violence against women and girls.
- Advancing gender equality is a shared responsibility across the Victorian community.
- 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.
- 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.

- Women have historically experienced discrimination and disadvantage on the basis of sex and gender.
- Special measures may be necessary to achieve gender equality.

We are committed to implementing this GEAP to create sustainable change over time within our organisation and the broader community.



# Strategies and measures

1. Gender composition of all levels of the workforce	
Key themes from Audit/Survey - What we can do better	Key Actions
Promote role sharing arrangements and part time work at all levels of the organisation.	1.1 Develop our gender equality baseline and promote gender equality in our senior leadership team by 2025.
	1.2 Corporate leadership team to consider and as appropriate, create opportunities for senior leaders to have access to part time work including promoting potential for role share arrangements.
	1.3 Focus on improving the number of women who work part time being offered higher duties and secondment opportunities by educating hiring managers on benefit of part time/job share arrangements in leadership and senior professional positions.
	1.4 Create a dashboard for reporting gender and diversity data insights to collect, monitor and report workplace profile data/demographics and employee perceptions regarding D&I and Gender Equality (Year 1)
2. Gender composition of governing bodies	
Key themes from Audit/Survey - What we can do better	Key Actions
Councillors to promote gender equality	2.1 Support a 50/50 gender representation in our governing body for our Council by 2025 in line with the targets set by the Minister for Local Government.
	2.2 Encourage Councillors to build their skills and knowledge of gender equality by receiving training every two years focused on developing a gender inclusive workplaces and preventing violence against women.

<b>3. Equal remuneration &amp; gender pay irrespective of gender</b>	
<b>Key themes from Audit/Survey - What we can do better</b>	<b>Key Actions</b>
Work to eliminate pay gaps at senior level appropriate to responsibilities applicable	3.1 Commit to pay superannuation on parental leave.
	3.2 Develop a matrix to scope appropriate responsibilities and applicable equitable remuneration for leadership positions to be conducted annually.
	3.3 Conduct pay equity analysis within our organisation on individual and job grade level to identify pay-gaps or inequities and take remedial action. Annual reporting to be provided of pay equity analysis to the Executive Leadership Team on achievements, gaps and recommendations (note - this may be rolled up into the wider D&I/Gender Equality reporting). (Annually)
<b>4. Sexual harassment in the workplace</b>	
<b>Key themes from Audit/Survey - What we can do better</b>	<b>Key Actions</b>
Calling out inappropriate behaviour – Creating a safe environment where all staff feel safe to challenge inappropriate behaviour at work	4.1 Maintain and improve face to face training on sexual harassment, bullying and discrimination, safe strategies for bystander interventions so that at minimum all staff and Councillors attend at least once every two years. Online training refresher to be completed annually for all staff.
	4.2 Create a safe environment to challenge inappropriate behaviour at work and work to eliminate all forms of inappropriate workplace behaviour by introducing an anonymous reporting tool to help with creating an environment where staff feel safe and heard.
	4.3 Roll out a “Speak up” or “Call it out” campaign to promote and encourage staff to report inappropriate workplace behaviour.
	4.4 Regularly communicating to customers and staff that the council does not tolerate any form of sexual harassment, bullying and discrimination from the public.
	4.5 Provide more specialised training for customer facing staff regarding managing inappropriate behaviour from members of the public.

<b>5. Support for flexible working conditions</b>	
<b>Key themes from Audit/Survey - What we can do better</b>	<b>Key Actions</b>
<p>Positive culture towards staff utilising flexible work arrangements – Support a positive culture and encourage use of workplace flexibility.</p> <p>Leave and Flexibility – Improve broader utilisation and perception of workplace flexibility</p>	5.1 Leaders commit to supporting a more positive culture towards workplace flexibility and to make flexible roles common practice at all levels of the organisation to support work life integration for all, including those with caring or family responsibilities
	5.2 Promote Council’s workplace flexibility policy which allows eligible staff to decide whether they want to work from home, 8 days per month
	5.3 Leverage Council’s offering to provide flexible work arrangements as a key attraction and retention strategy to attract top talent. Promote Wellington Shire Council’s flexible work practices internally and on our website. Ensure all job ads and position descriptions promote flexible working when attracting and recruiting new talent into the organisation.
<b>6. Recruitment &amp; promotion practices in the workplace</b>	
<b>Key themes from Audit/Survey - What we can do better</b>	<b>Key Actions</b>
<p>Perception that recruitment practices are fair and promotion decisions are based on merit</p>	6.1 Develop a strategic plan to attract, develop and retain people from diverse backgrounds based on baseline D&I insights and which support Wellington Shire Council’s goals and aspirations. Overlay with an intersectional lens.



7. Gendered segregation within the workplace	
Key themes from Audit/Survey - What we can do better	Key Actions
Wellington Shire Council has several areas of our workforce that are highly gender segregated in certain industries and occupations. There are “female dominated” and “male dominated” areas of our workforce.	7.1. Apply a development lens and provide leadership and decision-making opportunities for women and under-represented groups, with support through personal development planning
	7.2 Encourage greater gender representation across areas of under-representation including for people who work part-time and through our secondment and higher duties opportunities. Educate leaders that ‘best fit for the team’ and secondments are not necessarily the most obvious choice or highest scoring interview candidate.
	7.3 Pursue traineeship and apprenticeship arrangements to support more diverse entry into non-traditional career pathways, with on a focus on under-represented groups, including people living with disability, and/or Aboriginal and Torres Strait Islander people.
8. Inclusive Culture	
Key themes from Audit/Survey - What we can do better	Key Actions
<p>Senior leaders supporting diversity &amp; inclusion – Hearing more from our senior leaders on actively supporting diversity and inclusion in the workplace, Psychological safety – Enabling people to feel safe to voice a contrary opinion without fear of negative consequences.</p> <p>Disability barriers – Identify opportunities to create a more inclusive workplace for people with disabilities.</p> <p>Inclusion – Create a more positive culture in the workplace for people who identify as LGBTIQ+ and Aboriginal and Torres Strait Islander</p>	8.1 Senior Leaders actively support delivery of actions from the GEAP which will have a significant impact on their business area of responsibility.
	8.2 Encourage positive culture where staff feel safe to voice considered contrary opinion without fear of negative consequences by improving psychological safety within teams through inclusive workplace training for all staff and leaders.
	8.3 Increase awareness across the organisation of how we all can help build a positive and inclusive culture for people from all backgrounds including people who identify as LGBTIQ+ and Aboriginal and Torres Strait Islander via cultural awareness training with GLaWAC and specialist disability awareness training.

9. Data reporting, governance and policies	
Key themes from Audit/Survey - What we can do better	Key Actions
<p>Drive change by updating relevant policies and processes.</p> <p>Improve data to get a more accurate view of the diversity of our workforce</p>	9.1 Leadership to complete inclusive leadership training to empower leaders to be advocates for gender equality and diversity and inclusion in the workplace and community.
	9.2 Assess WSC people policies and practices across the employee life cycle with a D&I lens. This is applicable to performance management and retention strategies, promotion, talent identification, talent management, succession planning, remuneration, professional development, recognition and end-of-employment procedures and practices. (Year 1-2)
	9.3 Strengthen existing people policies and practices by implementing recommendations to embed D&I principles (Years 3-4)
	9.4 Update Council position descriptions to include a statement on gender equality, diversity and inclusion.
	9.5 Build on and further develop demographic data systems to better reflect the cultural make up of our organisation.
	9.6 Amend onboarding and exit Interviews questions to capture gender equality experiences.

# Leadership and resourcing

Wellington Shire Council recognises that adequate resources and budget is required to achieve the strategies of our GEAP. Our Executive Leadership Team including Councillors are invested in this journey, having been integral in the development of our GEAP, and are dedicated to seeing true change within our organisation.

Wellington Shire Council has recently entered into an agreement for the provision of Shared Human Resource Services with East Gippsland Shire Council. Negotiations are currently being considered for the sharing of one (1) Full Time equivalent (FTE) to support Gender Equity across both Councils.

The following resources will be responsible for working together to ensure all actions and commitments made in this GEAP are completed as mapped out in the following section – Measuring progress.

- Gender Equality Officer (GEO)
- CEO (CEO)
- People and Capability team (P&C)
- Gender Equality Committee (GEC)
- Corporate Leadership Team (CMT)
- Councillors (Councillors)
- All Staff (ALL)

If successful in our negotiations, the work completed by our shared resource will be supplemented by input from our People and Capability team across both Councils. We will also seek the commitment of CMT and the leadership group to help us in driving these important initiatives. If required, we can also engage specialist consultants to assist us completing the work and fulfilling our commitments. In addition to this we can also work with our Gender Equality Committee members to assist in leading key initiatives outlined in this GEAP.



# Measuring progress

To achieve positive change, we have established a comprehensive tool to monitor, measure and report on the outcomes of our strategies and measures as stipulated in our Gender Equality Action Plan. We have distributed the responsibility across our business units to ensure an ‘all in’ organisation approach.

## Responsibility

**LEAD** - Gender Equality Officer **(GEO)** CEO **(CEO)** People and Capability team **(P&C)** Corporate Leadership Team **(CMT)** Councillors **(Councillors)** All Staff **(ALL)**

Year 1 – 2022	Year 2 – 2023	Year 3 – 2024	Year 4 - 2025
<p>1.2 CMT to consider and as appropriate create more opportunities for senior leaders to have access to part time work including promoting potential for role share arrangements.</p> <p><b>(GEC) (CMT) (P&amp;C)</b></p>	<p>1.3 Focus on improving the number of women who work part time being offered higher duties and secondment opportunities by educating hiring managers about the benefits of part time/job share arrangements in leadership and senior professional positions.</p> <p><b>(CEO) (CMT) (P&amp;C)</b></p>	<p>4.2 Create a safe environment to challenge inappropriate behaviour at work and work to eliminate all forms of inappropriate workplace behaviour by introducing an anonymous reporting tool to help with creating an environment where staff feel safe and heard.</p> <p><b>(CEO) (CMT) (P&amp;C) (ALL STAFF)</b></p>	<p>1.1 Develop our Gender Equality baseline and promote gender equality in our senior leadership team by 2025</p> <p><b>(CEO)</b></p>
<p>1.4 Create a dashboard for reporting gender and diversity data insights to collect, monitor and report workplace profile data/ demographics and employee perceptions regarding D&amp;I and Gender Equality (Year 1)</p> <p><b>(GEO) (P&amp;C)</b></p> <p>3.1 Commit to pay superannuation on parental leave.</p> <p><b>(CEO) (P&amp;C)</b></p>	<p>2.2 Councillors to build their skills and knowledge of gender equality by receiving training every two years focused on developing a gender inclusive workplace and preventing violence against women.</p> <p><b>(CEO) (CMT) (Councillors)</b></p>	<p>4.3 Roll out a “Speak up” or “Call it out” campaign to promote and encourage staff to report inappropriate workplace behaviour.</p> <p><b>(P&amp;C) (GEO) (GEC)</b></p>	<p>2.1 Support a 50/50 gender representation in our governing body for our Council by 2025 in line with the targets set by the Minister for Local Government.</p> <p><b>(CEO) (CMT) (Councillors)</b></p>



Year 1 – 2022	Year 2 – 2023	Year 3 – 2024	Year 4 – 2025
<p>3.2 Develop a matrix to scope appropriate responsibilities and applicable equitable remuneration for leadership positions to be conducted annually.</p> <p><b>(P&amp;C) (CEO) (CMT)</b></p>	<p>4.1 Maintain and improve mandatory face to face training on sexual harassment, bullying and discrimination, safe strategies for bystander interventions so that at minimum all staff and Councillors attend at least once every two years. Online training refresher to be completed annually for all staff.</p> <p><b>(P&amp;C)</b></p>	<p>5.1 Leaders commit to supporting a more positive culture towards workplace flexibility and to make flexible roles common practice at all levels of the organisation to support work life integration for all, including those with caring or family responsibilities.</p> <p><b>(CEO) (CMT) (P&amp;C)</b></p>	<p>6.1 Develop a strategic plan to attract, develop and retain people from diverse backgrounds based on baseline D&amp;I insights and which support Wellington Shire Council's goals and aspirations. Overlay with an intersectional lens.</p> <p><b>(GEO) (P&amp;C)</b></p>
<p>3.3 Conduct pay equity analysis on individual and job grade level to identify pay-gaps or inequities and take remedial action. Annual reporting to be provided of pay equity analysis to the CMT on achievements, gaps and recommendations (note - this may be rolled up into the wider D&amp;I/Gender Equality reporting). (Annually)</p> <p><b>(P&amp;C) (GEO)</b></p>	<p>5.3 Leverage Council's offering to provide flexible work arrangements as a key attraction and retention strategy to attract top talent.</p> <p>Promote WSC's flexible work practices internally and on our website. Ensure all job ads and position descriptions promote flexible working when attracting and recruiting new talent into the organisation.</p> <p><b>(P&amp;C)</b></p>	<p>7.1. Apply a development lens and provide leadership and decision-making opportunities for women and under-represented groups, with support through personal development planning</p> <p><b>(CEO) (CMT) (P&amp;C)</b></p>	<p>7.3 Pursue traineeship and apprenticeship arrangements to support more diverse entry into non-traditional career pathways, with on a focus on under-represented groups, including people living with disability, and/or Aboriginal and Torres Strait Islander people.</p> <p><b>(CEO) (CMT) (P&amp;C)</b></p>

Year 1 – 2022	Year 2 – 2023	Year 3 – 2024	Year 4 - 2025
<p>4.4 Regularly communicating to customers and staff that the Council does not tolerate any form of sexual harassment, bullying and discrimination from the public.</p> <p><b>(CEO) (CMT) (GEO) (P&amp;C)</b> <b>(ALL STAFF)</b></p>	<p>9.2 Assess Council’s people policies and practices across the employee life cycle with a D&amp;I lens. This is applicable to performance management and retention strategies, promotion, talent identification, talent management, succession planning, remuneration, professional development, recognition and end-of-employment procedures and practices. (Year 1-2)</p> <p><b>(GEC) (GEO)</b></p>	<p>7.2 Encourage greater gender representation across areas of under-representation including for people who work part-time and through our secondment and higher duties opportunities. Educate leaders that ‘best fit for the team’ and secondments are not necessarily the most obvious choice or highest scoring interview candidate.</p> <p><b>(P&amp;C) (GEO)</b></p>	<p>9.3 Strengthen existing people policies and practices by implementing recommendations to embed D&amp;I principles (Years 3-4)</p> <p><b>(P&amp;C)</b></p>
<p>4.5 Provide more specialised training for customer facing staff regarding managing inappropriate behaviour from members of the public.</p> <p><b>(P&amp;C)</b></p>		<p>8.2 Encourage positive culture where staff feel safe to voice contrary opinion without fear of negative consequences by improving psychological safety within teams through inclusive workplace training for all staff and leaders.</p> <p><b>(P&amp;C) (ALL STAFF)</b></p>	

Year 1 – 2022	Year 2 – 2023	Year 3 – 2024	Year 4 - 2025
<p>5.2 Promote Council’s workplace flexibility policy which allows eligible staff to decide whether they want to work from home, 8 days per month.</p> <p><b>(P&amp;C) (CMT) (CEO)</b></p>		<p>8.3 Increase awareness across the organisation of how we all can help build a positive and inclusive culture for people from all backgrounds including people who identify as LGBTIQ+ and Aboriginal and Torres Strait Islander via cultural awareness training with GLaWAC and specialist disability awareness training.</p> <p><b>(CEO) (CMT) (GEC)</b></p>	
<p>8.1 Senior Leaders to actively support delivery of actions from the GEAP which will have a significant impact on their business area of responsibility.</p> <p><b>(CEO) (CMT)</b></p>		<p>9.4 Update Council position descriptions to include a statement on gender equality, diversity and inclusion.</p> <p><b>(P&amp;C) (GEO)</b></p>	
<p>9.1 Leadership group/staff to complete inclusive leadership training to empower leaders to be advocates for gender equality and diversity and inclusion in the workplace and community.</p> <p><b>(P&amp;C)</b></p>		<p>9.5 Build on and further develop demographic data systems to better reflect the cultural make up of our organisation.</p> <p><b>(GEO) (P&amp;C)</b></p>	
		<p>9.6 Amend onboarding and exit Interviews questions to capture gender equality experiences.</p> <p><b>(P&amp;C)</b></p>	

# Appendix

Sexual Harassment	Women	Men	Self-Described
Percentage of survey respondents in the organisation who experienced sexual harassment, by gender	7%	0%	N/A
I feel safe to challenge inappropriate behaviour at work	83%	83%	N/A
Do you know how to make a formal complaint of bullying and harassment at your council?	85%	86%	N/A
My organisation encourages respectful workplace behaviours	78%	79%	N/A

Leave and Flexibility	Women	Men	Self-Described
I am confident that if I requested a flexible work arrangement, it would be given due consideration.	73%	78%	100%
Wellington Shire Council would support me if I needed to take family violence leave	84%	88%	100%
My organisation supports employees with family or other caring responsibilities, regardless of gender	79%	89%	50%



<b>Recruitment &amp; Promotion</b>	<b>Women</b>	<b>Men</b>	<b>Self-Described</b>
My organisation makes fair recruitment and promotion decisions, based on merit.	58%	69%	50%
I feel I have an equal chance at promotion at Wellington Shire Council	56%	73%	50%
Gender is not a barrier to success in my organisation	61%	86%	50%
Being Aboriginal and/or Torres Strait Islander is not a barrier to success in my organisation	67%	76%	50%
Cultural background is not a barrier to success in my organisation	69%	79%	50%
Sexual orientation is not a barrier to success in my organisation	72%	82%	50%
Disability is not a barrier to success in my organisation	56%	71%	50%
Age is not a barrier to success in my organisation	69%	72%	0%

Customer  
Service



## Contact Us

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### **Yarram Service Centre**

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