



# Gender Equality Action Plan

November 2021



Yarriambiack  
SHIRE COUNCIL

# Gender Equality Action Plan

Action	Year 1	Year 2	Year 3	Year 4
Proactively continue to support Working from Home where it meets service delivery requirements.	●	●	●	●
Proactively support flexible work arrangements so staff do not have to reduce their overall hours.	●	●	●	●
Actively promote the recruitment of females to the Operations Team, with an aim of recruiting two female staff members over the life of the Workforce Plan.				●
Actively promote the recruitment of males to the Community Support Worker role, with the aim of recruiting at least two males over the life of the Workforce Plan.				●
Actively promote the recruitment of males to the Early Years field, with the aim of recruiting two males over the life of the Workforce Plan.				●
Include a Gender diversity statement in all recruitment advertisements.	●			
Include a Gender and Age Diversity criteria in the Interview Panel Questionnaire score card.	●			
Advocate to Happy HR to enhance data capture of Gender Equity reporting categories such as Aboriginality, Age, Disability, Ethnicity and Race, Religion, Gender.	●			
Develop a reporting mechanism that identifies if a staff member is part-time, full-time, casual, fixed term aligning with the following criteria: Aboriginality, Age, Disability, Ethnicity and Race, Religion, Gender.				●
Due to the disparity of superannuation balances between male and females in YSC, hold annual female only information sessions to assist the females in the workplace to plan.	●	●	●	●
Complete the Gender Lens Checklist Annually, to identify gaps and improvements for implementation.	●	●	●	●

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Being supportive and encouraging of parents and carers to take parental leave and/or carers leave as required.	●	●	●	●
Survey women within the workforce to ascertain what the barriers are for them participating in professional development, training and further study.		●		
Supervisors and Managers to participate in interview questions protocol training to assist with what you can and cannot ask during an interview process, including unconscious bias training	●			
Actively keep in contact with staff on parental leave, long periods of personal leave or return to work to ensure they feel supported and a sense of belonging to the organisation.	●	●	●	●
Actively promote the Exit interview process to capture if there are opportunities to improve gender diversity and remove barriers to participation in the workplace.	●			
Renew and maintain our membership with the CoRE and remain an active participant in the Wimmera South West area integrated family violence partnership.	●	●	●	●
Support International Women's Day events each year	●	●	●	●
Remain as an active member of Act@Work and attend ongoing workshops and participate in events	●			
Review YSC facilities and take into account the different needs of men, women and non-binary i.e. sporting facilities and female change rooms, access, safety, gender stereotypes in promotional material and signage. Include considerations for family friendly and unisex options.			●	
Via LinkedIn, actively promote the achievements of staff, particularly female staff within the workforce.		●		

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Add a section to the new Yarriambiack Shire Council Website in the Employment section regarding Council's position on the promotion of Gender Equality within the workplace.	●			
Update workplace staff photos to include positive images of men and women including non-stereo typical images.		●		
Library staff to develop children and library book lists that challenge and highlight gender stereo types and develop respectful relationships.		●		
Support women from diverse backgrounds to participate on the OHS and Consultative Committee. (Consultative Committee 5 Male / 5 Female - OHS Committee 13 Male / 5 Female)		●	●	
Support women from across the organisation to nominate as OHS Committee representatives. (Balance is 9 male / 4 female).		●	●	
During the next round of Enterprise Agreement negotiation support the continuation of super at full pay whilst staff take unpaid parental leave for 12 months.			●	