



Gender Equality Action Plan 2026-2030



Yarriambiack
SHIRE COUNCIL

Gender Equality Action Plan (GEAP)

In developing its Gender Equality Action Plan (GEAP), Yarriambiack Shire Council has thoughtfully incorporated the Gender Equality Principles, to ensure a strategic and values-driven approach.

The Gender Equality Principles are outlined in the table below.

Gender Equality Principles	
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.
2.	Gender equality benefits all Victorians regardless of gender.
3.	Gender equality is a human right and precondition to social justice.
4.	Gender equality brings significant economic, social and health benefits for Victoria.
5.	Gender equality is a precondition for the prevention of family violence and other forms of violence against women and girls.
6.	Advancing gender equality is a shared responsibility across the Victorian community.
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.
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.
9.	Women have historically experienced discrimination and disadvantage on the basis of sex and gender.
10.	Special measures may be necessary to achieve gender equality.

Each action within the GEAP has been carefully designed to address one or more of the workplace gender equality indicators, aligning with legislative requirements and best practice.

The workplace gender equality indicators are outlined in the table below.

Workplace Gender Equality Indicators (WGEIs)	
1.	Gender composition of all levels of the workforce
2.	Gender composition of the governing body

Workplace Gender Equality Indicators (WGEIs)

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| 3. | Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender |
| 4. | Sexual harassment in the workplace |
| 5. | Recruitment and promotion practices in the workplace |
| 6. | Availability and use of terms, conditions and practices relating to family violence leave, flexible working arrangements and working arrangements supporting employees with family or caring responsibilities |
| 7. | Gendered segregation within the workplace |

Furthermore, the development of the current GEAP has been informed by insights and learnings from the Progress Report of the previous GEAP, allowing the Council to build on past achievements, identify areas for improvement, and strengthen its commitment to advancing gender equality across the organisation.

Of the 27 actions outlined in Yarriambiack Shire Council's previous Gender Equality Action Plan (GEAP), 25 were successfully completed, reflecting a strong organisational commitment to advancing gender equality. The two actions that remained incomplete related to improving gender composition within the Occupational Health and Safety (OHS) Committee and increasing male recruitment within the Early Years sector. However, with the Council's transition away from delivering Early Years services in December 2025, only the OHS Committee gender composition action has been carried forward into the current GEAP. The new plan builds on the progress made and continues to implement targeted strategies and initiatives that align with the workplace gender equality indicators, ensuring sustained momentum and continuous improvement in creating a more equitable and inclusive workplace.

The new GEAP has been designed to foster a collaborative and coordinated approach to implementation across all departments within Yarriambiack Shire Council. It outlines clear responsibilities for each action, ensuring accountability and shared ownership throughout the organisation. The accompanying table provides detailed information on departmental responsibilities, expected timeframes for completion, and the specific workplace gender equality indicators (WGEIs) each action is aligned with. This structured approach supports effective monitoring, promotes transparency, and reinforces the Council's commitment to embedding gender equality into everyday practice.

The Chief Executive Officer and People and Culture Department have demonstrated a strong commitment to advancing gender equality within the organisation by pledging to allocate the necessary resources to support the effective implementation of the Gender Equality Action Plan (GEAP). This includes ensuring that staff have access to appropriate training, tools, and support systems, and that the organisation is equipped to monitor progress and achieve meaningful outcomes aligned with the workplace gender equality indicators.

Our Vision for Gender Equality

Yarriambiack Shire Council encourages a working environment which promotes gender equality and models non-violent and respectful relationships.



Action	Responsible	WGEIs	Year 1	Year 2	Year 3	Year 4
Support the active participation of women from diverse backgrounds on the Occupational Health and Safety (OHS) Committee, with a focus on improving gender balance and representation (currently 14 male / 6 female members).	People and Culture Department All Departments	1, 5 and 7				
Continue to actively promote the 'Running for Council' initiative as a key pathway to increasing diversity in local government leadership. This includes encouraging individuals from varied cultural, professional, and lived experience backgrounds to consider candidacy, thereby enriching council decision-making with broader perspectives, knowledge, and community representation.	Chief Executive Officer Governance Support Officer Community Strengthening and Engagement Department	2				
Encourage and support all staff to pursue higher duties and leadership development opportunities, with the aim of increasing gender representation in acting and elevated roles. As part of this strategy, the organisation will seek to ensure gender-balanced participation in higher-duties opportunities over the life of this Plan.	All Departments	1, 3, 5 and 7				
Continue benchmarking our remuneration against other councils by participating in sector-wide salary surveys and data collection initiatives. This will ensure our pay structures remain competitive, equitable, and aligned with industry standards.	Corporate Services	3				
Continue delivering good governance training with a dedicated focus on promoting gender equality and preventing sexual harassment in the workplace. By embedding gender equity principles and respectful workplace practices into governance education, the organisation aims to build inclusive leadership capacity, strengthen accountability, and foster	People and Culture Department	4				

Action	Responsible	WGEIs	Year 1	Year 2	Year 3	Year 4
a culture of safety, respect, and equitable representation across all levels of decision-making.						
Continue to provide and actively promote access to the Employee Assistance Program (EAP) and Rural Outreach services, while also strengthening awareness and understanding of the Public Interest Disclosure Policy and Procedure. These initiatives reflect our ongoing commitment to supporting employee wellbeing, fostering a psychologically safe and inclusive workplace, and upholding a culture of transparency, integrity, and accountability across the organisation.	People and Culture Department Leadership Team	4				
Continue to support professional growth and leadership development for women in local government through participation in programs such as the LGPro Women's Forum. These initiatives provide valuable opportunities for networking, skill-building, and visibility, helping to strengthen gender equity and empower women to pursue leadership roles across the sector.	Chief Officers	1, 3, 5 and 7				
Develop and integrate a dedicated section within the Code of Conduct induction process that specifically addresses recruitment and onboarding practices. This section will reinforce the organisation's commitment to transparency, fairness, and equal opportunity, ensuring all new employees understand the principles of inclusive hiring and ethical conduct from the outset.	Chief People and Culture Officer	1, 3, 5 and 7				

Action	Responsible	WGEIs	Year 1	Year 2	Year 3	Year 4
Develop and implement robust reporting mechanisms to collect and analyse data on employees' caring responsibilities, disaggregated by gender. This will provide valuable insights into how caregiving impacts workforce participation and inform policies and practices that promote gender equality, flexibility, and inclusion across the organisation.	Corporate Services Department	1, 5, 6 and 7				
Continue to actively promote and clearly communicate the availability and benefits of flexible working arrangements, ensuring they are well understood and accessible across all levels of the organisation. This approach supports workforce adaptability, enhances employee wellbeing, and contributes to a more inclusive and resilient workplace culture.	People and Culture Department	1, 5, 6 and 7				
Actively encourage both men and women to apply for roles that are traditionally dominated by the opposite gender, fostering a more balanced and diverse workforce. Enhance recruitment materials and workplace communications by featuring gender-inclusive imagery that visibly promotes and normalises participation of all genders in every role.	Communications Team	1, 5 and 7				
Promote outdoor work opportunities by actively showcasing flexible employment options, such as part-time and job share arrangements, to support and encourage greater participation by women in these roles. Our aim is to gain two female employees in this area during the life of this Plan.	Operations Department Community Strengthening and Engagement Department People and Culture Department	1, 5 and 7				

Action	Responsible	WGEIs	Year 1	Year 2	Year 3	Year 4
Enhance the diversity of job applicants by accepting hard copy applications for all advertised roles. This approach aims to remove digital barriers and increase accessibility for individuals from culturally and linguistically diverse backgrounds, people with disabilities, and those who may have limited access to technology. By broadening application methods, the Council will foster a more inclusive recruitment process and support improved gender composition across the workforce.	People and Culture Department	1, 5 and 7				