

WYNDHAM CITY

Gender Equality Action Plan

Progress Report 2023



ACKNOWLEDGEMENTS

Acknowledgement of Country

Wyndham City Council recognises Aboriginal and Torres Strait Islander peoples as the first Peoples of Australia. We acknowledge the Bunurong and Wadawurrung Peoples as Traditional Owners of the lands on which Wyndham City operates. The Wadawurrung and Bunurong Peoples have and always will belong to the Werribee Yalook (river), creeks, stars, hills and red clay of this Country.

The Bunurong and Wadawurrung Peoples are the first custodians of the lands, waters, seas and skies, and developers of ecological communities on these basalt plains around the Werribee Yalook.

We pay respect to their Ancestors and Elders who always have, and always will, care for Country and community today and for future generations. We acknowledge any Aboriginal and Torres Strait Islander people who live in this tradition and call us to shared responsibility. In the spirit of reconciliation, we understand the need to build strong connection between local first people and local government that enables life in this place to flourish together.

May our words and actions lead us to respect Country, learn from Elders and practice creative wisdom for future generations.

Thank you to our stakeholders

Council would like to acknowledge and thank all stakeholders who were involved in developing the Wyndham City Gender Equality Action Plan 2021-25 and assisted in the 2023 progress report and audit which lead to the progress outcomes.

Privacy Statement

In accordance with the Gender Equality Act 2020 and the Privacy and Data Protection Act 2014, any personal information used and shared for the purposes of developing the Gender Equality Action Plan has been de-identified. In collecting, analysing and reporting this information, Council remains committed to handling personal information in a responsible manner, in line with Council's [Privacy Policy](#).

Support available

Issues regarding gender equality can impact anyone at any time. Should this raise any issues we encourage you to contact our confidential EAP provider Acacia 1300 364 273, your People and Capability Business Partner, a Peer Support Officer or Union Delegate directly.

A MESSAGE FROM THE CEO

I am very pleased to present to our community the progress report outcomes from the 2023 Gender Equality Action Plan (GEAP) Audit.

As CEO, I am proud to lead our diverse workforce that both reflects and delivers for our growing community.

It is important that the 2,000 people who deliver a broad range of services for Wyndham residents each day feel valued for the unique skills and attributes they bring to their roles.

Wyndham's first GEAP Progress Report is an opportunity for us to pause and reflect on how far we have come on our GEAP journey.

It also sets us in good stead to create the next GEAP at the end of 2025.

The progress report has identified areas in need of further improvement, and I am further committed to driving change within our organisation where needed.

The GEAP Progress report has also identified that our staff feel connected and supported which is positive progress.

It outlines actions that are now successfully complete, as well as identifying gaps where we need to focus and work on.

Wyndham is a great place to work. Our workforce is passionate and committed, and it shines through the Wyndham is a great place to work. This report supports us in continuing to build on our strengths and remain an organisation our people are proud to represent.

Stephen Wall
Chief Executive Officer
Wyndham City Council

A message from Wyndham City's Gender Equality Steering Group

We saw the Commission of Gender Equality set out some robust forward thinking action items during the course of 2021. Wyndham City Council created their first GEAP (Gender Equality Action Plan) that same year. Council's commitment to the GEAP is prevalent through the actions taken to date. A GEAP Steering Committee ("GEAPSC") was created and meets regularly to ensure progress with not only the indicators set by the commission, but also with indicators set by Council itself. Two Equity and Inclusion positions were added to our permanent workforce to ensure the actions and indicators are progressed to completion within the set time frame.

The GEAPSC brings together people from across Council, including the Executive Leadership Team, the Out and Allied, Gender Equity, and Wynability staff groups, and all Directorates across the organisation. Members represent a variety of roles, work areas, genders, cultural backgrounds, ages and sexual orientations, and contribute a richness of experience and views to this work. The Gender Equity Steering Committee oversees the GEAP implementation offering practical and impactful action through strategic leadership and guidance on all gender equity initiatives.

Gender equality ensures everyone, regardless of gender identity, has an opportunity to make the most of their experiences, careers and talent. Equality is about valuing differences and providing tools and support, so everyone has an opportunity to thrive and succeed. They also oversee our GIA (Gender Impact Assessments) which aim to introduce an intersectional view to all community facing projects, programmes and policies.

The implementation of GIA's ensures our people are given the time and prompt to consider all facets of community and how different groups will utilise the new project or programme. Our GEAPSC is working hard to ensure that all divisions of our organisation are across GIA's and implementing them as required.

GEAP initiatives and progress are regularly communicated to leadership and their subsequent teams. Implementing this Act is an ongoing commitment that Wyndham steps into, this is shown by the support our senior leadership extend and the implementation of the GEAPSC. We are excited to see our progress in the upcoming 2025 audit where more initiatives will be completed, including writing our next refreshed GEAP, solidifying the importance and ongoing nature of this Act.

Mark Rossiter and Donna Smith
Gender Equality Steering Group Co-Chairs
Wyndham City Council

Glossary

G

GENDER

Gender refers to the characteristics that a society typically associates with being male or female. Gender varies from society to society and can change. Most people are born either male or female, although the way they are expected to behave is usually set by culture, religious beliefs and society. Not everyone follows these expectations. Some people face discrimination because they don't 'fit' society's expectations.

GD

GENDER DIVERSE

Gender diverse is an umbrella term that includes people whose gender identity is different from what society expects. It includes people who do not identify as male or female.

GE

GENDER EQUALITY

Under the Act, Gender equality means equality of rights, opportunities, responsibilities and outcomes between persons of different genders.

I

INTERSECTIONALITY

Intersectionality explains how people may experience overlapping forms of discrimination or disadvantage based on social characteristics such as (but not limited to) sex, gender identity, sexual orientation, ethnicity, language, religion, class, socioeconomic status, gender identity, ability or age.

IGI

INTERSECTIONAL GENDER INEQUALITY

Section 6(8) of the Act outlines that gender inequality may be compounded by other forms of disadvantage or discrimination that a person may experience based on Aboriginality, age, disability, ethnicity, gender identity, race, religion, sexual orientation and other attributes. The concept of intersectional disadvantage or discrimination is sometimes called intersectionality.

IGL

INTERSECTIONAL GENDER LENS

An intersectional gender lens means taking a perspective that considers people's overlapping attributes (such as age, gender, sexuality, race etc) to understand the discrimination or disadvantage they face.

LGB TIQ+

LGBTIQ+

The term 'LGBTIQ+' refers to people who are lesbian, gay, bisexual, trans and gender diverse, intersex or queer.



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Gender Equality and Inclusion at Wyndham City

Wyndham City Council is committed to improving workplace gender equality in alignment with the Victorian State Government Gender Equality Act 2020 (the Act). Under the Act, Council is required to:

- take positive action towards achieving workplace gender equality, and
- consider and promote gender equality in their policies, programs and services.

Gender equality refers to the equality of rights, opportunities, responsibilities and outcomes between persons of different genders. Gender equality is a basic human right, and everyone has the right to enjoy their lives without discrimination and with access to the same opportunities.

Workplace practices, policies and cultures can perpetuate gender inequality, but they can also drive and support change.

Wyndham City has used data and evidence to develop strategies that will increase gender equality for women, men and gender diverse people across a range of workplace practices, conditions and policies.



Our Vision for an intersectional and gender equitable future

This statement sets out Wyndham City's vision for gender equality in our organisation from the GEAP inception in 2021 and looks forward 4 years, based on robust consultation with our staff.

Wyndham City is a gender equitable, inclusive and safe workplace.

Our organisation is representative of our diverse community and we respect, support and celebrate all women, men and gender diverse staff. Difference is recognised as integral part of our culture and we support all people to realise their full potential.

Wyndham City has zero tolerance for sexual harassment, discrimination or bullying and all levels of staff are empowered to recognise, address and respond to it. We listen, act and hold each other to account bravely and consistently.

Wyndham City is an employer of choice and provides equitable opportunities for career progression and flexible working and caring arrangements.

The Gender Equality Act principles are embedded in our everyday ways of working; authentic leadership, robust systems, policy and processes, and regular monitoring and reporting are the foundation of our culture, and our commitment to becoming a more gender equitable and intersectional workplace.



Intersectionality

Council understands that gender inequality may be compounded by other forms of disadvantage or discrimination that a person may experience due to other characteristics, such as Aboriginality, age, disability, ethnicity, gender identity, race, religion, and/or sexual orientation.

Wyndham City recognises that understanding the other compounding factors that may contribute to gender inequality is critical in addressing disadvantage and discrimination. Further, improving this gap in our data will lead to a richer understanding of our workforce, more representative strategies for action and, in turn, improved outcomes for all staff and the organisation.

Gender Impact Assessment Outcomes:

Title	Subject	Description	Status	Confirm if actions taken	Describe actions taken
What is the title of the policy, program or service that was the subject of the GIA?	Was GIA a policy, program or service?	Provide a description of the policy, program or service subject to the GIA.	Was the policy, program or service new, or up for review?	Were actions taken to develop or vary the policy, program or service to meet the needs of people of different genders, address gender inequality and promote gender equality as a result of the GIA?	Describe the actions taken to develop or vary the policy, program or service to meet the needs of people of different genders, address gender inequality and promote gender equality.
Community Learning Strategy refresh	Policy	The purpose of the Learning Community Strategy is to provide a strategic and integrated framework for the creation of a community of lifelong learning and is used as the basis to advocate, facilitate, explore, initiate, and deliver on Wyndham's learning goals.	For Review	Yes	<p>The development of the new Learning Community Strategy 2024-2029 has involved extensive consultations with community members including Aboriginal and Torres Strait Islander people, culturally and linguistically diverse people, people of all ages, genders and non-binary persons and people of all abilities (https://theloop.wyndham.vic.gov.au/learning-community-strategy).</p> <p>Additionally, the strategy is currently being developed to give emphasis to the insights offered by Aboriginal and Torres Strait Islander people, CALD communities, women and LGBTQIA+ people, people of all ages and abilities, and people from different socioeconomic backgrounds.</p> <p>By incorporating First Nations peoples and their perspectives into the Learning Community Strategy 2024-2029, we can create a more welcoming and safe learning environment for Indigenous learners.</p>
Open Space Lighting Policy	Policy	Set clear guidelines around where and when Council will install lighting within open spaces and along the shared path network.	New	Yes	<p>The Policy clarifies which connections and activities in open spaces should be lit to improve the safety of all users of all genders.</p> <p>The Policy clarifies that key walking and cycling connections should be lit provided they start and end at lit destinations, have passive surveillance and do not impact on sensitive habitat areas.</p>

Title	Subject	Description	Status	Confirm if actions taken	Describe actions taken
Public Toilet Policy	Policy	The Wyndham Public Toilet Policy sets out Council's decision-making framework for the provision of public toilets across Wyndham's open space and public realm network.	New	Yes	<p>The Policy stipulates that public toilets servicing open spaces provide unisex cubicles available for use by all genders.</p> <p>The Policy stipulates that communal washroom spaces not be provided. This avoids safety concerns caused by the sharing of enclosed spaces by multiple genders.</p> <p>The new public toilet standard requires sanitary disposal bins to be provided in all facilities to ensure women are not disadvantaged.</p> <p>The new public toilet standard requires that toilet seats be provided, and replaced when damaged, to ensure users that wish to sit are not disadvantaged.</p>
Werribee City Centre streetscape upgrades	Service	The purpose of a Streetscape Framework is to guide the design of a city centre's streetscapes, to best support high quality public life. The image, amenity and use of a city centre can be meaningfully influenced and improved through its streetscapes.	New	Yes	Amended practice to better ensure the City Centre is inviting and more appealing to walkers and reduce barriers to community participation for women, men, and gender diverse people, in line with Council's commitments to both gender equality and reconciliation between Aboriginal and non-Aboriginal peoples. Amended practice to survey people to determine safety perceptions around the City Centre.
Woodville Neighbourhood Activity Centre (NAC) Place Plan	Policy	To bring place making, urban design and economic development together into an integrated plan aimed at enhancing Woodville NAC and supporting 20-Minute Neighbourhood outcomes.	New	Yes	Council aims to address immediate and identifiable gender disparities within the activity centre area while laying the foundation for broader gender-inclusive initiatives in the future. An outcome of this approach already includes engagement of an expert children engagement company to have creative sessions with groups of students in each of the schools located in the subject area, to make sure children also have a say in the plan (https://theloop.wyndham.vic.gov.au/help-woodville-thrive). The Draft Place Plan may incorporate inclusive signage and wayfinding strategies and retrofitting the public realm to create safer and more inclusive urban environments for all.
Reconciliation Action Plan 2023-2025	Policy	A Reconciliation Action Plan (RAP) provides a framework for organisations to realise their vision for reconciliation with Aboriginal and Torres Strait Islander peoples. Council's second Innovate RAP (2023-2025) builds on the achievements of the previous RAP 2017-2019.	For Review	Yes	<p>As cited at Council Meeting 25 July 2023 in the Report at the Wyndham Innovate Reconciliation Action Plan 2023-2025 - Adoption agenda item (https://wyndham.civicclerk.com.au/web/Player.aspx?id=374&key=-1&mod=-1&mk=-1&nov=0) Gender Impact Assessment insights included: (1) The importance of continued support towards First Nations self-determination in the planning, coordination and delivery of services, (2) Ensuring work is progressing in partnership with local and regional networks to promote collaboration and improve access to culturally appropriate services for First Nations people across the life stages, (3) Subject to further research, apply a First Nations gender-lens to broad ranging issues such as family violence and housing.</p> <p>Deliverables include Establish and support First Nations-identified roles in strategic priorities areas, for example Youth Services and Maternal and Child Health. As well as increase the delivery of youth programs at Wunggurrwil Dhurrung Centre to strengthen connections between Elders and young people, support intergenerational storytelling and assist cultural transmission.</p>

Title	Subject	Description	Status	Confirm if actions taken	Describe actions taken
Accessibility and Inclusion Plan 2023-2025	Policy	The Accessibility and Inclusion Plan 2023-2025 builds on the progress of the previous Accessibility Action Plan 2019-2022, and provides Council with strategic direction to improve accessibility and inclusion in Wyndham for people with disability.	For Review	Yes	<p>Policy renamed from 'Accessibility Action Plan 2019-2022' to 'Accessibility and Inclusion Plan 2023-2025'. Targeted consultations included feedback on the draft priorities from Wyndham's People's Advisory Panel. This also included an open invitation to people with lived experience in Wyndham (who may not be Panel members), as well as workshops with appropriate networks. The Accessibility and Inclusion Plan 2023-2025 provides Council with strategic direction to improve accessibility and inclusion in Wyndham for people with disability.</p> <p>We aim to recognise the importance of understanding, acknowledging and celebrating the diversity of people with disability in our Plan. This includes an understanding of intersectionality as the potential for people to experience disadvantage due to the intersection of their sex, age, race, culture, gender identity, sexual orientation, impairment, disability status, socioeconomic status, religion and other dimensions. The outcomes framework in the Plan enables Council to adopt an organisational lens of access and inclusion.</p>
2023 Integrated Transport Strategy (WITS) implementation planning	Policy	<p>The WITS is an adopted strategy; WITS will be implemented over five years, the Gender Impact Assessment is to assist in implementation.</p> <p>WITS is seeking to ensure travel is for all people and that everyone can choose how and where they travel in Wyndham.</p>	For Review	Yes	<p>As stated in the WITS, education and communication include ongoing collaboration with schools to improve and promote active transport, through Council's Active Travel to Schools Program. The Gender Impact Assessment has reiterated that this remains important. In addition, Council continues to build understanding of gender patterns identified which include: (1) women are more likely to use different modes of transport and involve 'trip-chaining' (multistep journeys), (2) meeting young people's mobility and transport needs is also important, (3) improving the spatial arrangements of work, transport and support services can play an important role in promoting gender equity, particularly because the 'spatial leash' prevents women from travelling long distances for work.</p> <p>It is clear that more inclusive and equitable transport is key to a fairer economy and society. Council is committed to applying a gender 'lens' to the WITS actions where appropriate, to address gender patterns in service needs and access.</p>



Strategies and Measures Outcomes.

List your organisation's strategies and measures. Include one strategy or measure per row.	Assign each strategy or measure a status	Describe your progress in implementing each strategy or measure in your GEAP.	If your GEAP included a timeline for action or implementation for your strategies and measures, include this timeline below.
Strategies and measures	Status	Status description	Timeline
Maintain strong representation of women in leadership and support emerging leaders including women, gender diverse people and people from a diverse range of identity cohorts	Ongoing	This strategy was created to maintain an ongoing focus on leadership and gender diversity. The number of women represented at Director and Manager levels have been maintained. We are actively conducting in-house research to better understand any gaps in training, promotions or pathways for gender diverse people to enter or obtain leadership positions. 2020 saw our baseline figures as: Overall workforce split is 68%W: 32%M Women and men represent 50% of level 1 (Directors) Women represent 48% and men 52% of level 2 (Managers) Women represent 64% and men 36% of level 3 (Coordinator) Women represent 64% and men 36% of level 4 (Area Leaders) Women represent 66% and men 34% of level. We are actively committed to ensuring our organisation achieves a diverse gender representation in leadership. We are doing this by improving our hiring practices, looking at how PD's are written and interviews conducted, what ongoing training is available to existing staff, how to better engage existing staff in leadership training, allowing greater access to leadership secondments etc.	2025
Promote flexible modes of employment to people of all genders and at all levels	Complete	This strategy was implemented in August 2023 by way of a detailed comms plan and roll out that will be ongoing to ensure all staff are kept aware of what flexible working entitlements are readily available to them. We will periodically run comms pieces that involve real life examples of the benefits of flexible working arrangements for both employee and organisation.	2023
Build a gender equitable and inclusive workplace culture through whole of organisation training, and review of corporate induction and code of conduct.	Complete	This strategy has a few phases. Completed is the training for CEO and Directors as well as separately we have organised training for Councillors. Completed also is the review of our employee induction event, embedding our inclusive workplace cultural expectations into the two day event to ensure all new employees are across our values. Our code of conduct has also been reviewed and will be reviewed regularly to ensure it is relevant. Org-wide training in inclusive workplace practices is being rolled out in 2024 with some modules already rolled out in 2023.	2023 / 2024
Increase capacity and confidence of Councillors to lead on intersectional gender equality	Not started	This strategy has yet to begin. Intersectional inclusion training is currently being organised for the councillors to attend in early 2024.	2024
Promote a safe and respectful workplace for Councillors and the staff who attend meetings	In progress	This strategy is in progress. Comms and intersectional data collection are underway for both councillors and staff. Comms promoting an inclusive and safe workplace. 2023 saw our values revamped and rolled out so all are aware of our values and encouraged to implement them on a daily basis. Employee and councillor training is currently being organised with the aim to roll out in early 2024.	2025
Improve data collection regarding Councillor information, particularly intersectional data	In progress	This strategy combines many business units, currently strategic communications are working on gathering as much intersectional data from Councillors along with informing Councillors why the data is required, how it will be stored and what it will be utilised for.	2024
Better understand the gender pay gap, including its effect on superannuation, and make progress on closing it	Complete	This strategy is complete. A consultant was engaged to conduct a deep dive into our original Gender Pay Gap that the GEAP derived. We have begun collecting intersectional data and addressing the data gaps identified in our 2021 Audit. We have a deeper understanding of our Gender Pay Gap and we have strategies in place to work towards closing it. Implementing the strategies and affecting real change will be an ongoing commitment.	2023

Investigate parental leave practices that may economically disadvantage carers	In progress	Parental leave for employees historically was void of super effecting long term superannuation differences between primary carers and non primary carers. 2023 EBA negotiations have included the need for super to be paid on all parental leave. Further investigations around parental leave affecting promotions, secondment opportunities or percentage of those that choose to leave employment has yet to be conducted.	2025
Strengthen prevention practices as well as organisation approach to reporting and response systems regarding sexual harassment	In progress	In strengthening sexual harassment prevention in our organisation we have embedded a mandatory sexual harassment online learning module to be completed by all staff (staff definition equates to all individuals working in some capacity for our organisation, including volunteers).	2024
Ensure policies and processes regarding sexual harassment have an intersectional gender lens applied	In progress	This strategy is in its infancy. Policies are currently being cleaned up and reviewed on expiration. As Policies are being reviewed a gender and intersectional lens is being applied.	2025
Apply an intersectional gender lens to recruitment policy and process	In progress	This strategy is in progress. Recruitment forms and policies are beginning to be looked at with an intersectional lens. Recruitment onboarding forms is having intersectional data collection questions added. Talent acquisition are working with us to create a better approach to data collection when hiring.	2025
Ensure that career development opportunities are gender equitable and inclusive	Not started	This strategy is yet to begin. It is the expectation that other work on other strategies will allow better understanding this data and assist with a base line we can measure from.	2025
Increase access to flexible work for people from all areas of the organisation	Ongoing	This strategy has been implemented and improved over time, implemented with the 2021 audit. Flexible working arrangements have been made easier to attain roles where flexible working can exist. The removal of some flexible working forms and the need to provide photographic evidence of at home workstation has allowed more employees to request and negotiate a routine that best suits the organisation and them personally. Prior to Covid almost zero employees worked from home or in a flexible capacity	2024
Ensure parental leave conditions are best practice within the public sector and support people of all genders	Complete	This strategy was implemented in August / September 2023. A communications plan was created to better advise all employees of entitlements not readily taken up, including and focusing on parental leave for all genders. The current policy and guidelines were overviewed and deemed still highly appropriate and best practice. Recent EBA negotiations updated parental leave to include super payments	2023
Strengthen organisational approach and communications around responding to family violence	In progress	This strategy is ongoing and some progress has been made. A trainer was bought in to conduct "Identifying Family Violence: 3R's Recognise, Respond and Refer" training. 95 employees took part.	2025
Identify gender segregated work areas and promote gender equitable and inclusive practices to increase gender diversity of team members.	Ongoing	Areas of workplace gender segregation have been identified via our GPG deep dive commitment. The strategy is listed as ongoing as discussions and decisions still need to be had around how best to attempt to close the gap in these segregated work areas.	2025
Ensure internal and external communication products contribute to building a safe and inclusive workplace.	Ongoing	In collaboration with Comms the Inclusion and Equity roles have been working hard to ensure all comms are inclusive and promote a safe workplace.	2024

Indicator Outcomes

Indicator	Confirm if progress made	Progress description
Gender composition of all levels of the workforce	No	Our gender composition remains similar to our original GEAP. This is due to our workforce composition. We have made changes to leadership that has altered the composition at ELT level to become more equal in genders. No other level experienced significant movement. Working within our gender segregated areas is something we are committed to. Change will be slow coming due to the nature of the roles that are highly segregated.
Gender composition of governing bodies	Yes	Our 2021 GEAP had zero intersectional data on our governing body. We did however have the gender composition listed only with 3 options (Male, Female, Other) Improvements have been made and 2023 governing body data and collation of greater intersectional data is occurring.
Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender	Yes	Our initial 2021 audit indicated there was a 12.7% pay gap favouring men. Understanding where the pay gap lies in our organisation and who it effects more greatly was the catalyst to conducting a GPG deep dive. A consultant was bought in to analyse all available data that was submitted to the commission and use it to better understand more around why our pay gap exists. Through this analysis it was found that a more accurate and favourable 10.1% gpg favouring men existed. The analysis also highlighted where we should best focus our energies at correcting this gpg. Lower level roles were more gender segregated, if we were to focus on retaining a less segregated workforce in these roles the pay gap would move towards equalising itself.
Sexual harassment in the workplace	Yes	In our 2021 audit, there were zero formal complaints made on sexual harassment, however approx. 5% of women and 7% of men indicated they had personally experienced sexual harassment in the last 12 months whilst at work. Our most recent 2023 audit showed that 4% of employees had experienced a form of sexual harassment in the last 12 months, an improvement on 2021 but there is still much work to be done. 2023 audit also had zero formal complaints made which indicates that employees either do not trust our complaint handling system, or feel unsafe making a complaint, or both. The downward trend of employees experiencing sexual harassment in the workplace is a good indicator that our commitment to a safer workplace is slowly working. We have committed to and already embedded sexual harassment training into our online training modules. We have also committed to regular email communications with a sexual harassment lens to be sent out by the CEO, these comms will be housed along with relevant policy, form and guideline links on a dedicated internal webpage.
Recruitment and promotion practices in the workplace	No	Waiting on employee data to compare
Availability and utilisation of terms, conditions and practices relating to: - family violence leave; and - flexible working arrangements; and - working arrangements supporting employees with family or caring responsibilities	Yes	Our 2021 audit pointed out some issues with locating policies and guidelines in relation to Sexual harassment, family violence etc it also highlighted that many employees were not utilising some entitled leave (Paternity Leave, volunteer leave etc). We have decided to use soft education pieces to highlight the entitlements that are being under-utilised. We are doing this in collaboration with employees who did utilise the particular leave and asking for real life feedback and a story around how and why it was beneficial for them to utilise this leave. Policy and Guidelines We are focusing on making them more attainable. Sexual harassment is being highlighted and the CEO has committed to sending out 2 - 3 comms per calendar year each with a slightly differing focus to better communicate what is and is not appropriate at work and where to go / what to do if you experience sexual harassment in the work place, we have currently sent out 2 of the strategic comms. We have created an internal web page to house these comms after the fact, this page will also hold links to relevant policies and guidelines. We are currently in collaboration with People and Capability to take the existing Equal Employment Opportunity, Discrimination and Harassment Policy and guidelines and separating it out to create a few key, stand alone policies and guidelines to better assist employees searching for exactly what they need assistance and information on.
Gendered segregation within the workplace	Yes	The 2021 audit saw our organisation make a strategy and actions around conducting a deep dive into our reported GPG. A consultant was hired and a GPG deep dive was completed. The deep dive highlighted two large segregated areas of work and also showed how they alone most greatly contribute to the gpg. From this information we have begun the process of committing to a plan that will, over time, work to close the gender segregated gap which in turn will also work to close the gpg. Any work towards closing this gap is to be valued and commended, working against ingrained social structures is always slow but worthy.

Wyndham City Council

45 Princes Highway, Werribee, VIC 3030

Phone: 1300 023 411

Translating and Interpreting services: 13 14 50



mail@wyndham.vic.gov.au



www.wyndham.vic.gov.au



www.facebook.com/wyndhamcitycouncil



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www.wyndham.vic.gov.au

