



Rural City of  
Wangaratta

# Gender Equality Action Plan

2022 - 2025



# Contents

<b>Message from the CEO .....</b>	<b>3</b>
<b>Introduction.....</b>	<b>4</b>
<b>Consultation.....</b>	<b>5</b>
<b>Other Information and Sources .....</b>	<b>5</b>
<b>Future State - Why Change?.....</b>	<b>6</b>
<b>Action Plan.....</b>	<b>7</b>
<b>Resource Plan.....</b>	<b>11</b>
<b>Next Steps .....</b>	<b>11</b>
<b>Appendix 1: Current State .....</b>	<b>13</b>
<b>Data Gaps .....</b>	<b>14</b>
<b>Appendix 2: Workplace Gender Audit Data.....</b>	<b>16</b>

## Acknowledgment of Traditional Owners

We acknowledge the traditional owners of the land on which the Rural City of Wangaratta communities reside. We pay our respects to their Elders and to Elders from other communities who may be here today.

### Safety

Gender equality can raise issues of safety and/or wellbeing for people. If you find any information confronting or need Counselling support, please refer to our [Employee Assistance Program](#) (available to RCOW staff) or contact Beyond Blue on 1300 22 4636.

**OUR GENDER EQUALITY VISION STATEMENT:**

**We want gender equality so everyone can be their best for the community we serve. We will take genuine action that creates positive experiences for everyone.**

## Message from the CEO

The Rural City of Wangaratta Gender Equality Action Plan is the result of the Gender Equality Act 2020 initiated by the State Government of Victoria.

Greater gender equity leads to positive outcomes for both organisations and communities. Research shows that organisations with greater gender equality in management and senior leadership roles outperform others in organisational performance.

As one of the largest employers in Wangaratta, we will take a leading role in improving gender equality in our workplace, fostering a culture of safety, honesty and inclusion. We are committed to creating a shared awareness and sense of responsibility where our staff know what behaviours are expected and feel supported to speak up for gender equality. Importantly, our leaders will influence, and role-model inclusion and equity and our behaviours, systems and practices will reflect this. Our future success is dependent on attracting and retaining the best employees where all employees are valued and included.

Through the Gender Equality Action Plan, the Rural City of Wangaratta is making a commitment to creating an inclusive and supportive workplace. The Rural City of Wangaratta recognises that addressing gender inequity is crucial to achieve improved organisational performance, better health and social wellbeing and the prevention of violence against women.

This is an area that I am particularly passionate about and am excited to see the actions from this plan be achieved. I wish to extend thanks to our workforce for their active participation and feedback to support the development of our Action Plan.



**Brendan McGrath**  
Chief Executive Officer

## Introduction

As a Local Government Entity, the Rural City of Wangaratta (RCOW) has developed a Gender Equality Action Plan (GEAP) to ensure that we are a community leader in this area. The primary focus of our GEAP is to address our workforce's perspectives and priorities for improvement on gender equality at RCOW. This GEAP will enable us to become more strategic in our approach to gender equality, and the resulting strategy will link to, and support, broader business strategies and objectives.

### Gender Equality in the Workplace

The Victorian Gender Equality Act 2020 (the Act) defines gender equality as “equality of rights, opportunities, responsibilities and outcomes between persons of different genders.” You should be free to develop your personal abilities, pursue professional careers and make life choices free from gender stereotypes, roles or prejudices. Gender equality is a human right and a precondition to social justice. Removing limiting gendered expectations creates an equal, safe and strong workplace.

### Background

The Commission for Gender Equality was established to support and oversee the implementation of the Act and promote gender equality in the public sector workforce and the broader Victorian community. As a Local Government entity, RCOW is required to conduct a Workplace Gender Audit, consult with the workforce to develop strategies and measures that address any workplace gender equality issues it has identified and create a four-year GEAP.

The work we will do to ensure we meet the requirement to make reasonable and material progress in relation to workplace gender equality, also intersects with our commitments to meet requirements under a range of other legislation and agreements, including:

- the *Local Government Act 2020*, which requires us to develop and maintain a workforce plan that sets out measures to seek to ensure gender equality, diversity and inclusiveness
- the *Equal Opportunity Act 2010 (Vic)*, which requires us to take a positive duty to eliminate discrimination, sexual harassment and victimization in our workplace
- the *Fair Work Act 2009 (Cth)* which sets out minimum entitlements, enabling flexible working arrangements and fairness at work and prevention of discrimination against employees
- *Sex Discrimination Act 1984 (Cth)* which makes it unlawful to discriminate against a person because of their sex, gender identity, intersex status, sexual orientation, marital or relationship status, family responsibilities, because they are pregnant or might become pregnant or because they are breastfeeding
- Our *Enterprise Agreement* which sets out conditions of employment in our workplace

### Intersectional Inequality - Compounded 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.

## Consultation

The development of this plan is grounded in gender equality principles, results of audit and findings from consultation. These consultation sessions assisted with understanding our workforce's perspectives on priorities for improvement and informed the strategies and measures to include in this GEAP. Consultation included our governing body (Councillors), employees, employee representatives and other relevant bodies to develop our GEAP.

Consultation was conducted via a number of methods and mediums. This included open focus groups, anonymous online feedback, targeted management sessions and a briefing session for our governing body.

### Other Information and Sources

Other information and sources supported the development of this GEAP. It is worth acknowledging the support and expertise of Gender Works that conducted our data analysis and reviewed our final strategies and mechanisms. Such expertise enabled us to ensure RCOW had relevant, contemporary and value driven advice to support a robust GEAP.

Other sources have been used for advice on leading practices, which reflect both contemporary research and ongoing learning from workplace application of concepts by organisations which started their journey some time ago. We have benefited significantly from the learnings of others both within the Local Government sector and from other industries. Research from across the sector and other industries enabled us to benchmark and review best practice methods whilst developing this GEAP. The work done in 2017 to develop the Gender Equity Strategy RCOW – 2018-2021 has also been built on.

## Future State - Why Change?

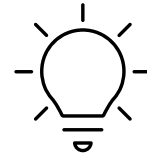
**We want gender equality so everyone can be their best for the community we serve. We will take genuine action that creates positive experiences for everyone.**

This is a commitment we make to ourselves and our community. We will embed these goals through our action plan and into our operations by:



**Culture:** Fostering a culture of safety, honesty and inclusion that is reflected in our behaviours, systems and practices.

**Awareness:** Creating a shared understanding and sense of responsibility where people know what is expected and feel supported to speak-up.



**Leadership:** Building leaders that influence and role-model what it means to be inclusive and equitable through their communication, decision making and engagement with people every day.

This strategy is guided by our commitment to the following gender equality principles that are outlined in the Gender Equality Act (2020):

- 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.



## Action Plan

Our GEAP provides the fundamental framework by which we will navigate and accelerate our gender equality journey. We want to ensure we have the skills and resources to accelerate strategic, sustainable and meaningful change. An action plan pinpoints our efforts to improve gender equality in our workplaces. The priority, sequencing and timing of initiatives take account of potential impact, level of stakeholder support, timing of, and synergies with, other People and Culture or change initiatives, complexity of work and implementation challenges / barriers, availability of resources and regulatory and other external drivers.

	Objective	Actions	Accountability and Timeline	Measure
Gender composition of all levels of the workforce	Ensure that RCOW workforce is diverse and representative of our community	Identify gender gaps and determine targets to support better gender composition. Develop a program of initiatives to support achieving targets.	Manager People and Governance - 23/24	Improvement in gender balance of overall workforce and sub-groups (e.g., by level, business unit, job family) year on year.
	Enhance gender reporting to provide insights to business leaders	Use existing business and/or people reporting (from a gender perspective) to improve reporting and gender equality transparency. Improve System capabilities to collect and report.	People and Culture Coordinator - 22/23	Improved reporting ability on intersectional data under the Gender Equality Audit process
	Enhance gender reporting to provide insights to business leaders	Review gender equality progress as a standing agenda item at Senior Management Team meetings every quarter supported by robust gender reporting.	Manager People and Governance - 22/23	Increase the gender composition of the executive leadership team (Corporate, Senior and Coordinators) until it is sustainably gender-balanced
	Create an inclusive and equitable culture	Conduct a gender audit on internal committees and groups across Council to find opportunities for greater gender diversity and inclusion.	Diversity and Inclusion Committee - 22/23	
	Create an inclusive and equitable culture	Establish the Diversity and Inclusion Committee as the key influencers and advocates for the GEAP within their areas as well as mobilise volunteers to advocate for the GEAP across all parts of the organisation. Set and communicate clear Terms of Reference or an equivalent document which outlines its purpose, roles, responsibilities, and to whom the group is accountable. Set reporting mechanisms so the Diversity and Inclusion Committee review and have oversight on key datasets.	People and Culture Coordinator with Diversity and Inclusion Committee - 22/23	Increase in positive responses to benchmark question in employee engagement survey about gender inclusivity of organisation.

	Objective	Actions	Accountability and Timeline	Measure
<b>Gender composition of governing bodies</b>	Councillors will continue to develop their skills and knowledge of gender equity throughout their term in office.	Implement regular training about appropriate "workplace" behaviour.	Manager People and Governance - 23/24	Improved reporting ability on intersectional data under the Gender Equality Audit process.
		Integrate training in gender equity, unconscious bias and bystander into Councillors' professional development and/or induction program.	Manager People and Governance - 22/23	
<b>Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender</b>	Reduce the gender pay gaps	Specifically review, assess and communicate gender pay gaps across Council based on qualification levels (e.g., compare banding and tenure differences across gender stereotypical roles)	People and Culture Coordinator with respective Managers - 24/25	Gender pay equity data is regarded as routine information and corrective action is a business process which continues until stable, consistent gender pay equity.  Progressive reductions in overall gender pay gap until it is statistically negligible on a consistent basis.  Reporting is conducted annually.
		Gather data, case studies and examples of good or best gender pay equity practice in your industry and use this to increase organisational knowledge and provide advice for corrective actions	People and Culture Coordinator - 24/25	
<b>Sexual harassment in the workplace</b>	Create an environment free from unacceptable workplace behaviours where employees feel safe, respected, valued and treated as equals.	Create and implement awareness training about workplace behaviour, bystander behaviour and complaints handling (for staff) to show commitment to preventing sexual harassment and encourage staff to raise concerns about potential discrimination without adverse consequences	People and Culture Coordinator - 23/24	Staff Survey results improved to show all staff feel safe and confident to challenge gender stereotypes and inappropriate behaviour.  Awareness raising training is embed as part of Council's training program on an ongoing basis.
		Conduct leader specific training on how to manage and promote safe referral pathways about workplace behaviour complaints	People and Culture Coordinator - 23/24	
		Conduct a review of the structures, practices and guides to ensure an appropriate response to staff and external stakeholders who experience violence, bullying and sexual harassment (based on VHREOC Guide)	People and Culture Coordinator - 23/24	
		Audit and upskilling Equal Employment Contact Officers to ensure have the support across the organisation to help with raising formal complaints.	People and Culture Coordinator - 23/24	



	Objective	Actions	Accountability and Timeline	Measure
Recruitment and promotion practices in the workplace	Succession planning - Build a stronger workforce and prepare our employees for career advancement through targeted internal opportunities	Create talent pipeline strategies to address gender and diversity gaps Progressively address barriers and monitor impact (e.g., gender diversity of talent pools)	Manager People and Governance - 23/24/25	Improved gender balance of new hire population.  Improved gender balance within teams over time.
	Actively promote and encourage women / gender diversity into Leadership roles	Establish initiatives and programs to connect the workplace and senior staff with support (e.g., promote mentoring, sponsorship and secondment opportunities for women/ gender unbalanced areas)	Manager People and Governance - 23/24	Increased gender diversity through whole talent pipeline over time.
	Actively promote and encourage women / gender diversity into Leadership roles Best Practice Recruitment Practices to support Gender Equality	Promote and select women in leadership programs. This includes actively selecting women in leadership programs such as Alpine Valleys Community Leadership Program and LGPRO courses (e.g., Emerging Leaders, Mastering Management and XLP)	Manager People and Governance - 22/23 and ongoing	Unconscious Bias training is embedded into training program.
		Conduct Focus groups with current Women in leadership – what can we do to support them in leadership and promotion opportunities	Manager People and Governance - 24/25	
	Best Practice Recruitment Practices to support Gender Equality	Develop inclusive leadership and unconscious bias awareness capability in managers and leaders Progressively roll out of a customised workshop on unconscious bias training – Council Action item for 2022/23	People and Culture Coordinator - 22/23	
		Revise recruitment policy to ensure structures are in place to encourage all candidate pools and interview panels to be gender diverse	Manager People and Governance - 24/25	
		Upskill hiring managers to support inclusion and promote diversity in recruiting activities	People and Culture Coordinator - 23/24	
	Foster inclusive leadership behaviours and flexible	Educate employees and supervisors on RCOW flexible work practices, professional development	People and Culture Coordinator - 22/23	Increase in utilisation of formal flexibility options by all genders.

	Objective	Actions	Accountability and Timeline	Measure
<b>Availability and utilisation of terms, conditions and practices relating to family violence leave, flexible working arrangements and working arrangements supporting workers with family or caring responsibilities</b>	<b>mindsets to enable gender equality, diversity and inclusion.</b>	and relevant EBA clauses  Develop information fact sheets and conduct information sessions for employees and supervisors including: <ul style="list-style-type: none"> <li>o Pre-Natal Leave, Maternity and paternity leave</li> <li>o Staff with family caring responsibilities</li> <li>o Purchased Leave</li> <li>o Accrued Time</li> <li>o Flexible work options and Working from home</li> <li>o Training and development identification</li> </ul>		An increase in positive responses to benchmark flexibility question in employee engagement survey.  Ensure flexibility policies are inclusive and accessible to all employees – without bias or value judgements; ensure family-friendly policies do not disadvantage some staff.
	<b>Normalise flexibility for employees of any gender or background despite level of seniority.</b>	Identify, track and communicate flexible and/or family-friendly work practices in the organisation; record success factors and share positive stories opportunistically.	People and Culture Coordinator - 23/24	
<b>Gendered segregation within the workplace</b>	<b>Begin engaging with individuals and groups of stakeholders on the topic of gender equality.</b>	More focus group work across the organisation – especially in HACC and outdoor as missed due to COVID	People and Culture Coordinator - 22/23	By the end of training sessions, at least 80% of participants to report an improved understanding of the stereotypes that exist in our subconscious and affect our behaviour.
	<b>Begin awareness-raising through internal communications on gender equality</b>	Establish a Communications plan to support gender equality key messages and build awareness across the organisation	People and Culture with Diversity and Inclusion Committee - 22/23	
		Investigate best practice and then develop programs to support traineeships and targeted recruitment campaigns for people to work non-stereotypical roles	People and Culture Coordinator - 23/24	
		Investigate and Implement Rainbow Flag recognition onto our email signatures. The flag would sit alongside, the Aboriginal and Torres Strait Islander flags as well as the flag representing people with a disability.	Diversity and Inclusion Committee - 22/23	
		Implement initiative to allow staff to add pro nouns on their email signature	Diversity and Inclusion Committee - 22/23	
		Establish an approach to review of Council Policies to ensure language and terminology supports gender inclusion	Diversity and Inclusion Committee - 22/24	

## Resource Plan

We are committed to ensuring adequate resources are allocated to developing and implementing our GEAP. The overall development and implementation of this Action Plan has been assigned to the Manager of People and Governance. This Plan will be project managed by the People and Culture Coordinator. The People and Culture team has been issued with an increase to FTE for 12 months to support the initial roll-out.

In addition, training and development associated with this plan has been budgeted for in the 2022/2023 Financial Year and will continue to be included as required for future years.

## Next Steps

A defined entity must report on its progress relating to the strategies and measures set out in its GEAP through a progress report at least every second year.

In addition, this plan will be supported through:

- Developing specific project plans for discrete initiatives to provide the detail of how the strategy is executed.
- Reporting to help highlight progress and whether or not interventions are delivering the expected results.

## Definitions

**Gender:** Gender refers to the socially constructed norms, roles, behaviours and activities that society considers appropriate for both women, men, and gender diverse persons. Unlike the biological characteristics and differences between women and men, known as sex, gender roles are learned socially and can change over time.

**Gender diverse and non-binary:** Gender diverse and non-binary refers to people who do not identify as woman or man. In the same way that sexual orientation and gender expression are not binaries, gender identity is not binary either. Some people might identify as agender (not identifying with any gender), bi-gender (identifying as both a woman and a man) or non-binary (identify neither as woman nor man.) There is a diverse range of gender identities such as genderqueer, gender neutral, gender-fluid and third-gendered.

**Gender equality:** This refers to the equal opportunity and participation of women, men and gender diverse persons in all areas of public and private life, including access to and control of social, economic and political resources. It is about society giving equal value to the similarities and differences between women, men and gender diverse persons; and what each group has to contribute. The term is complementary but different to gender equity.

**Gender equity:** This concept recognises that within all communities, women and men have different benefits and access to power and resources. It refers to considering the different realities, needs, preferences and interests of women, men and gender diverse persons to ensure fair, or equivalent, treatment. This involves recognising diversity and disadvantage of direct resources and services towards those most in need to ensure equal outcomes for all. This may involve strategies for women and men.

**Gender norms:** Gender norms are beliefs about women, men and gender diverse persons, of any age, that are passed from one generation to the next through socialisation. Gender norms differ in different cultures and can change over time. There is inequality if the norms reinforce differences in power, opportunities and treatment of one group over another.

**Gender roles:** Gender roles are the learned expectations of what activities, behaviours and tasks that women, men and gender diverse persons should conduct in the home, community, and workplace in each society.

**Gender stereotypes:** These are the simple and often fixed generalisations and ideas about the characteristics and attributes of a whole group, based on their gender identity.

**Intersectionality:** Intersectionality refers to the ways in which different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation. Taking an intersectional approach to gender impact assessments means considering how gender inequality may be shaped by other aspects of identity, such as Aboriginality, ethnicity, age, disability, sexual identity or preference, or religion.

**Sex:** The biological characteristics and differences between women and men.

## Appendix 1: Current State

An audit and analysis was conducted to understand what our data is telling us about the current state and nature of workplace gender equality at RCOW. This focused on the patterns emerging from the data and was conducted by Gender Works Australia. The following datasets were used:

- **Workforce Data** (workforce data extracted by RCOW, in line with requirements set out in the Commission for Gender Equality in the Public Sector's *Workforce Reporting Template*)
- **People Matter Survey response data** (survey administered by the Victorian Public Sector Commission, and completed by approx. 36% of RCOW's workforce 170 of 477)

### Analysis and Key Data Points

Our Workplace gender audit has been shared in Appendix 2 to ensure a consistent level of transparency and comparability of data. The below information outlines trends and patterns that highlight the barriers for gender equality in our workplace.

#### 1. Culture and Safety of our Workforce

Gender equity in the workplace can have a significant impact on workplace culture and a sense of safety. Gendered segregation is driven by gendered norms and stereotypes about what work is appropriate for men and women, as well as structural factors including access to flexible working arrangements. Gendered workforce segregation reinforces gender inequality and widens the pay gap.

#### Our Findings

1. From the survey data, women have reported less favourable views of workplace culture but were more likely than men to agree the organisation encourages respectful workplace behaviours. Women also reported they were less likely to feel safe to challenge inappropriate behaviour at work.
2. Women reported they were more likely to have experienced sexual harassment, bullying and discrimination in the workplace. Whilst there were no recorded sexual harassment claims during the reporting period, this may be evidence that victim survivors don't make a formal report of their experience of sexual harassment. Most common forms of harassment were identified as intrusive questions about private life or comments about physical appearance and sexually suggestive comments or jokes that made you feel offended. Men survey respondents reported experiencing one type of harassment (sexually suggestive comments or jokes that made you feel offended – experienced by 2% of men survey respondents).
3. Gender segregation follows traditional gender stereotypes in many ways. Women are most highly represented in groups among Clerical & Administrative Workers (88%W), Community & Personal Service Workers (79%W), Professionals (75%W). Men most highly represented amongst Technicians and Trades Workers (88%M), Labourers (78%M).

## 2. Opportunities and Recruitment

Gender bias and gender stereotypes can also influence recruitment, promotion and career progression practices. For example, this means that women may not have access to the same career opportunities as men. Recruitment and promotion outcomes can show where women's careers are stalling and help identify strategies to create more equal opportunities.

### Our Findings

1. Women are more likely to perceive gender as a barrier to success in the organisation despite a strong representation of women in leadership across RCOW. More prevalent was that women were also less likely to perceive recruitment, promotion, learning & development as favourably as men.
2. Among survey respondents, women were more likely than men to perceive age, cultural identity, disability, gender, Indigeneity, sexual orientation as barriers to success in the organisation.
3. Women are more likely to perceive flexible work, caring and family responsibilities as a barrier to success. For example, 65% of women and 84% of men (-19% difference) agree that having family responsibilities is not a barrier to success in the organisation.
4. In addition, among survey respondents, women perceive senior leaders' and manager's support for diversity and inclusion less favourably than men, though they are more likely than men to agree their immediate workgroup supports diversity and inclusion.

## 3. Women in Leadership

Women are often underrepresented in leadership roles, and overrepresented in lower-level roles. This contributes to the gender pay gap and means that organisations may be missing out on the expertise and skills of women at senior levels.

### Our Findings

1. As an organisation we have a strong representation of women in leadership roles.
2. Overall women are more likely to work part-time and casually than men. There is also an increasing proportion of women working part-time as you move down reporting levels. Whilst women in leadership is a positive result, there are still opportunities to explore employment types (e.g., part-time) and flexible work arrangements for leadership roles, despite gender.

### Data Gaps

It is worth noting that data gaps exist and that strategies have been identified in the GEAP to help establish a more robust dataset and internal reporting systems for these data measures. For example, gender-disaggregated data throughout our audit and analysis is presented in the binary (i.e.



for men and for women) as there are no people of self-described identity in workforce data and <10 survey respondents identifying as trans, non-binary and gender diverse in survey response data.

Changing this will be about systems, processes and also culture. Through the implementation of this Action Plan, we also aim to deepen our understanding, and our response to, intersectional gender inequality in our workplace. We know that this is about much more than making improvements to our data collection processes and practices. It is also about doing the important work required to build a workplace culture where all of our employees feel safe and confident to bring their authentic selves to work and interact in a workplace environment free from sexism, racism, ageism, ableism, homophobia, biphobia and transphobia.

## Appendix 2: Workplace Gender Audit Data

### Indicator 1: Workforce Composition

<b>64% WOMEN: 36% MEN</b>	Rural City of Wangaratta's overall workforce composition is 170 MEN (36%): 305 WOMEN (64%)  People of self-described gender not currently identified in workforce systems
<b>M = 69%FT: 10%PT: 21%C</b>	Composition of men's workforce by employment type is 69% full time, 10% part-time, 21% casual  Overall men much more likely than women to work full-time  No men working part-time at <i>Coordinator</i> level and above
<b>W = 23%FT: 39%PT: 38%C</b>	Composition of women's workforce by employment type is 23% full time, 39% part-time, 38% casual  Overall women more likely to work part-time and casually than men  1 part-time women at <i>Manager</i> level, and increasing proportion of women working part-time as you move down reporting levels
<b>72% WOMEN, 79% MEN</b>	72% women employee experience survey respondents and 79% men survey respondents (-7% difference) agree that Rural City of Wangaratta has a positive culture in relation to employees of different sexes/genders

### Indicator 2: Composition of Governing Body

<b>29% WOMEN: 71% MEN</b>	Gender composition of Rural City of Wangaratta is 29% (2) WOMEN:71% (5) MEN  The Council is led by Mayor who is a man  No further identity data available for Councillors
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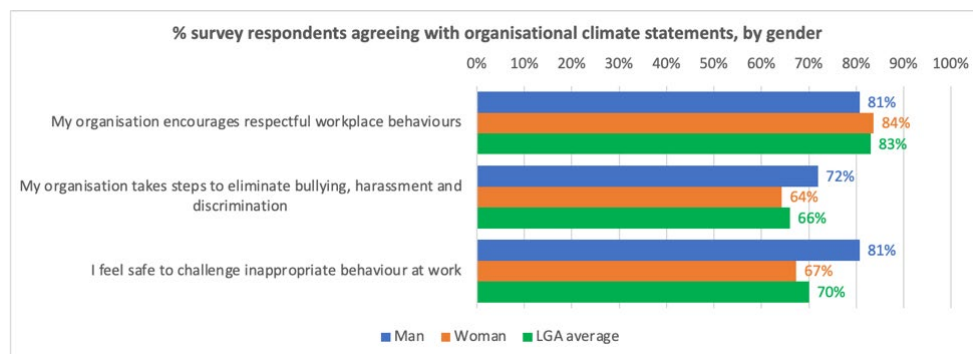
### Indicator 3: Equal Remuneration

<b>2.4% (\$1,483)</b>	Rural City of Wangaratta has an organisation-wide <i>annualised FTE base salary</i> pay gap of 2.4% favouring men
<b>4.9% (\$3,472)</b>	Rural City of Wangaratta has an organisation-wide <i>total remuneration</i> pay gap of 4.9% favouring men

#### Indicator 4: Sexual Harassment in the Workplace

<b>0 formal complaints</b>	0 formal complaints filed in FY20/21
<b>Women report less favourable views of workplace culture</b>	67% of women and 81% of men (-14% difference) feel safe to challenge inappropriate behaviour at work  64% of women and 72% of men (-8% difference) agree the organisation takes steps to eliminate bullying, harassment and discrimination
<b>Women more likely to have experienced sexual harassment</b>	9% of women and 2% of men reported experiencing sexual harassment in the workplace in the past 12 months. Most common forms of harassment were <i>intrusive questions about private life or comments about physical experience</i> and <i>sexually suggestive comments or jokes that made you feel offended</i>

Among survey respondents, women more likely to agree the organisation encourages respectful workplace behaviours, though less likely to feel safe to challenge inappropriate behaviour at work.



**67% of women and 81% of men** (-14% difference) feel safe to challenge inappropriate behaviour at work. (This compares with average of **70% agreement across all LGAs completing survey**)

**64% of women and 72% of men** (-8% difference) agree the organisation takes steps to eliminate bullying, harassment and discrimination. (This compares with average of **66% agreement across all LGAs completing survey**)

**84% of women and 81% of men** (+3% difference) agree the organisation takes steps to eliminate bullying, harassment and discrimination. (This compares with average of **83% agreement across all LGAs completing survey**)

## Indicator 5: Recruitment and Promotion Practices

**Women more likely to perceive gender as a barrier to success in the organisation**

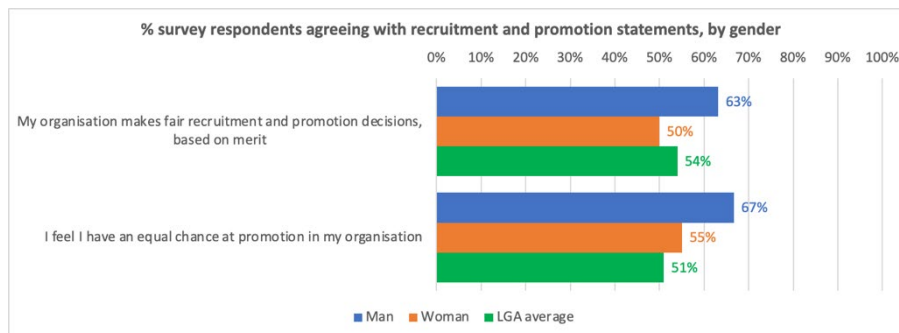
**79% of women and 89% of men (-10% difference) agree *gender is not* a barrier to success in the organisation (compares with average of 74% agreement across all LGAs completing survey)**

**Women less likely to perceive recruitment, promotion, learning & development as favourably as men**

55% of women and 67% of men (-12% difference) agree they *feel they have an equal chance at promotion in the organisation*. (This compares with average of 51% agreement across all LGAs completing survey)

57% of women and 67% of men (-10% difference) agree they are *satisfied with the way their learning and development needs have been addressed in the last 12 months*. (This compares with average of 60% agreement across all LGAs completing survey)

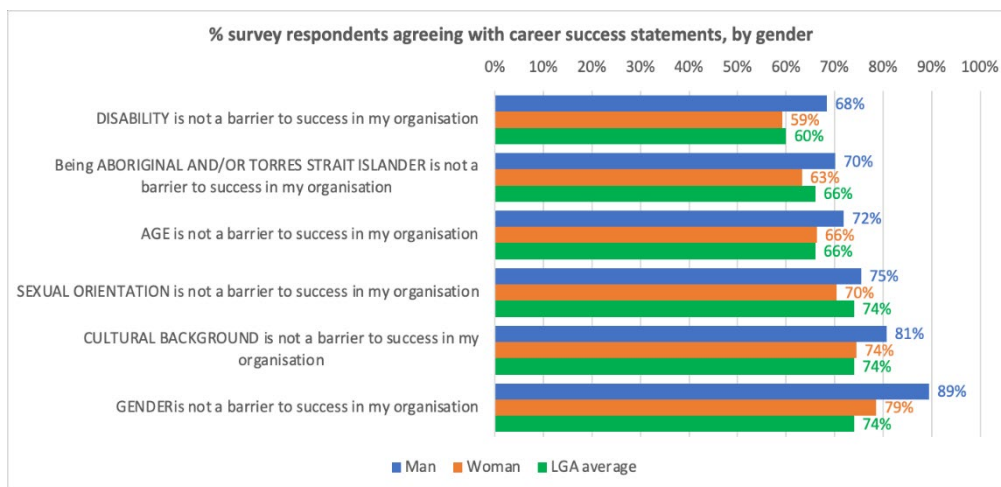
**Among survey respondents, women are much less likely to respond favourably to recruitment and promotion statements:**



**50% of women and 63% of men (-13% difference) agree the organisation makes *fair recruitment and promotion decisions, based on merit***. (This compares with average of **54% agreement across all LGAs completing survey**)

**55% of women and 67% of men (-12% difference) agree they *feel they have an equal chance at promotion in the organisation***. (This compares with average of **51% agreement across all LGAs completing survey**)

## Among survey respondents, women more likely than men to perceive age, cultural identity, disability, gender, Indigeneity, sexual orientation as barriers to success in the organisation



Largest differences between men and women:

**79% of women** and **89% of men** (-10% difference) agree *gender* is not a barrier to success in the organisation (compares with average of **74% agreement across all LGAs completing survey**)

**59% of women** and **68% of men** (-9% difference) agree *disability* is not a barrier to success in the organisation (compares with average of **60% agreement across all LGAs completing survey**)

**74% of women** and **81% of men** (-7% difference) agree *cultural background* is not a barrier to success in the organisation (compares with average of **74% agreement across all LGAs completing survey**)

**63% of women** and **70% of men** (-7% difference) agree being *Aboriginal and/or Torres Strait Islander* is not a barrier to success in the organisation (compares with average of **66% agreement across all LGAs completing survey**)

### Indicator 6: Flexible Work and Leave

**29% WOMEN, 14% MEN**  
*formally working flexibly*

**Women more likely to perceive flexible work, caring and family responsibilities as a barrier to success**

65% of women and 84% of men (-19% difference) agree that having family responsibilities is not a barrier to success in the organisation (compares with average of 67% agreement across all LGAs completing survey)

65% of women and 74% of men (-9% difference) agree *flexible work* is not a barrier to success in the organisation (compares with average of 61% agreement across all LGAs completing survey)

67% of women and 77% of men (-10% difference) agree that having caring responsibilities is not a barrier to success in the organisation (compares with average of 63% agreement across all LGAs completing survey)

**Parental leave uptake - 90% WOMEN:10% MEN**

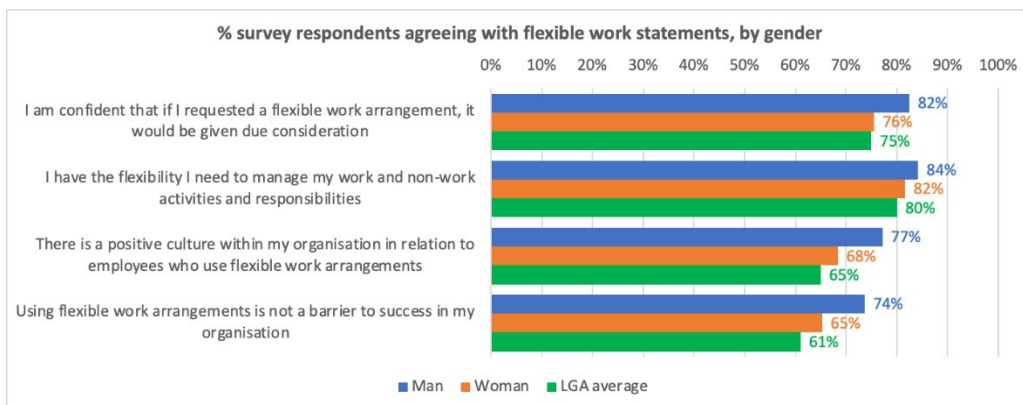
a total of 10 employees took parental leave (paid or unpaid) between 1 July 2020 and 30 June 2021, including 9 women and 1 man

**Carers leave uptake - 61% WOMEN: 39% MEN**

Gender split of carer's leave uptake is 61% (95) Women: 39% (60) Men

Roughly comparative to workforce composition of 64%W:36%M

**Among survey respondents, women perceive cultural around flexible work less favourably than men:**



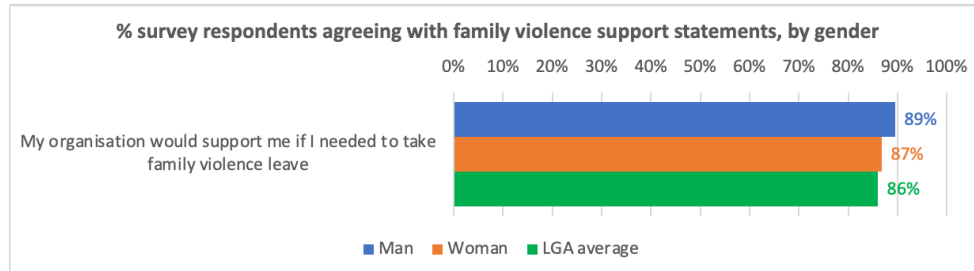
**65% of women and 74% of men** (-9% difference) agree *flexible work* is not a barrier to success in the organisation (compares with average of **61% agreement across all LGAs completing survey**)

**68% of women and 77% of men** (-9% difference) agree there is a *positive culture in relation to employees who use flexible work arrangements* (compares with average of **65% agreement across all LGAs completing survey**)

**76% of women and 82% of men** (-6% difference) feel confident that if they requested a flexible work arrangement, it would be given due consideration (compares with average of **75% agreement across all LGAs completing survey**)



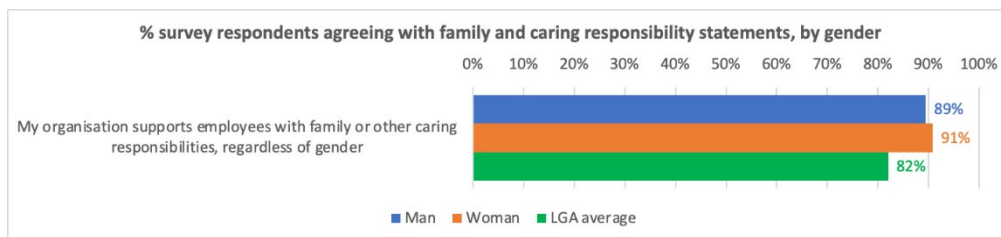
### Family Violence data



1 employee has accessed family violence leave in FY21, a woman

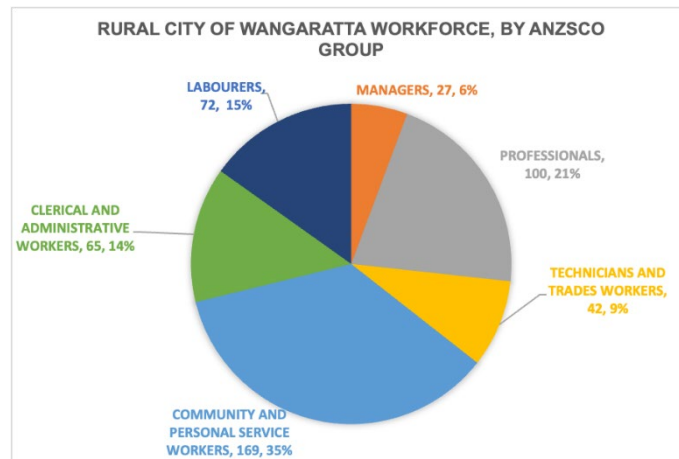
Men and women similarly likely to agree that the organisation would support them if they needed to take family violence leave (87% women, 89% men, compares with average of 86% agreement across all LGAs completing survey)

### Family and Caring Responsibilities data



Employees of all genders are similarly likely to agree (**91% of women, 89% of men** that the organisation supports employees with family or other caring responsibilities, regardless of gender (compares with average of **82% agreement across all LGAs completing survey**))

## Indicator 7: Gender Segregation in The Workplace



**Overall**, ANZSCO occupational groups at Rural City of Wangaratta are:

*Community and Personal Service Workers* (35%, 169 employees)

*Professionals* (21%, 100 employees)

*Labourers* (15%, 72 employees)

*Clerical and Administrative Workers* (14%, 65 employees)

*Technicians and Trade Workers* (9%, 42 employees)

*Managers* (6%, 27 employees)

**By gender**, segregation at Rural City of Wangaratta follows traditional gender stereotypes in many ways

Women most highly represented among *Clerical & Administrative Workers* (88%W), *Community & Personal Service Workers* (79%W), *Professionals* (75%W)

Men most highly represented amongst *Technicians and Trades Workers* (88%M), *Labourers* (78%M)



Rural City of  
**Wangaratta**