

Gender Equality Action Plan

2021-2025



**MORNINGTON
PENINSULA**
Shire

Acknowledgement of Country

Mornington Peninsula Shire acknowledges and pays respect to the elders, families and ancestors of the Bunurong/Boon Wurrung people, who have been the Traditional Custodians of this land for many thousands of years. We acknowledge that the land on which we meet is the place of age-old ceremonies, celebrations, initiation and renewal; and that the Bunurong/Boon Wurrung peoples' living culture continues to have a unique role in the life of this region.



Our Values

The Shire is committed to the highest standards of performance, behaviour and service.

To guide us in the delivery of exceptional community outcomes, we have five CORE values that are integral to everything we do.



	Integrity We take ownership and responsibility for our decisions; keep our promises; and hold each other accountable to the highest standards of performance.
	Courage We give honest advice; make tough calls with conviction; stand by our decisions; admit if we get it wrong; and challenge ourselves to explore new ways of thinking.
	Openness We share knowledge and learning for the benefit of all; actively engage with our community; and are transparent in our decision making.
	Respect We treat everyone with dignity, fairness and empathy; look out for our safety and wellbeing; and nurture positive and inclusive relationships.
	Excellence We provide exceptional customer service; strive for innovative team outcomes for the betterment of our community; and step up to lead where we recognise an opportunity for improvement.

Gender Equality Action Plan 2021-2025

Table of Contents

<i>Foreword from CEO.....</i>	<i>5</i>
<i>1. The Consultation Process and Participation</i>	<i>6</i>
<i>2. Workplace Gender Audit.....</i>	<i>9</i>
<i>3. Meaningful consultation and engagement</i>	<i>32</i>
<i>4. Our Gender Equality Vision for the Future</i>	<i>37</i>
<i>5. Actions and measures.....</i>	<i>38</i>
<i>6. Resourcing our GEAP</i>	<i>42</i>
<i>7. Measuring progress.....</i>	<i>42</i>

Gender Equality Action Plan 2021-2025

Foreword from CEO

After many months of planning, surveys, focus group sessions and workshops, I'm thrilled to present the Mornington Peninsula Shire's Gender Equality Action Plan.

Through our surveys and focussed workshops with Shire staff, we have heard about the many ways gender inequality affects our organisation. Though many of the responses to our questions were positive, our research revealed some stark facts: men outnumber women at manager level or above, and we have a significant gender pay gap.



On the flip side of the coin, our male employees are mostly not taking advantage of parental leave after the birth of a child and are less likely to ask for flexible work arrangements. Most worrying of all, there are instances of bullying and sexual harassment affecting all genders within our organisation, with many staff members unwilling to report it.

It is in nobody's interests to allow this situation to continue. If we can create a safer, fairer, more inclusive workplace culture, we will improve the wellbeing of all staff and be more likely to keep them. This, in turn, will improve our performance and resilience as an organisation – and enable us to better serve our community.

This Plan is based around three fundamental priorities:

- Eliminate instances of inappropriate conduct, and create a safe space for staff to speak up that leads to action
- Provide equal opportunities, pay, and progression across all levels of the organisation and minimise the gender pay gap
- Create greater gender diversity across all levels of the organisation

Our vision for the future is simply this: by 2025, we will be a united, respectful and safe workplace that models and promotes gender equality and enables dignity and fairness for all staff.

I would like to thank everyone who has contributed to the development of this Plan. You have not only helped us meet our legal obligations under the Gender Equality Act but, much more importantly, you're helping us move towards real and lasting gender equality at the Shire.

A handwritten signature in black ink that reads "John Baker". The signature is written in a cursive, slightly stylized font.

John Baker
CEO

Gender Equality Action Plan 2021-2025

1. The Consultation Process and Participation

Mornington Peninsula Shire is committed to improving gender equality in the community and in its workplaces. As a defined entity under the Gender Equality Act 2020, the Shire has obligations to promote gender equality in the workplace. In line with these obligations and our commitment, the Shire has developed a Workplace Gender Audit and Gender Equality Action Plan (GEAP) in consultation with its staff.

Workplace Gender Audit

The workplace gender audit was completed using analysis of internal workforce data as at 30 June 2021 and responses to the employee experience survey (People Matter). The workplace gender audit report was used as stimulus for the consultation process and GEAP development.

Workforce Data	People Matter Survey
1076 staff	400 respondents 36% response rate (as recorded by Victorian Public Sector Commission)

Consultation and Engagement

The consultation process was delivered through a series of small, facilitated focus groups and an all staff survey. Participants were asked for their reflections on the audit report, as well as their general experiences, observations and hypotheses about the state of gender equality in their workplace. Through the multi-modal consultation approach, a mix representation of our workforce provided feedback, including both men and women, staff, councillors and management team members.

Following the development of the draft GEAP, another round of consultation was held to seek feedback on the plan. Feedback was sought from all staff, Councillors and relevant employee unions. This feedback has been considered and integrated within the final GEAP.

GEAP development

The GEAP was developed by the Gender Equality Working and Leadership groups over two half-day workshops in late 2021. These groups were made up of 23 diverse representatives from across the Shire, representing a variety of directorates, genders and cultural backgrounds. In developing this GEAP, the workshops considered input from the Gender Equality Audit, People Matter Survey Results, Staff Focus Groups and All Staff Consultation Survey.

Gender Equality Action Plan 2021-2025

Gender Equality Action 2020

The Gender Equality Act 2020 was a foundational document in the development of the Shire's GEAP. In particular, in the development of actions within this plan, the gender equality principles outlined in the Act were used to inform thinking and development of priorities.

Feedback from our workforce also highlighted the audit results, data gaps and lack of focus on intersectional data, but in particular for those staff members who identify as transgender or gender diverse. This is identified as an area the Shire need to improve workplace practices and information gathering to understand appropriate further plans and strategies to ensure there is a safe, accessible and positive work experience for all of our staff.

The Gender Equality Principles are detailed below:

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

Gender Equality Action Plan 2021-2025

Workplace Gender Equality Indicators

The Gender Equality Act 2020 sets out 7 workplace gender equality indicators. They represent the key areas where workplace gender inequality persists – and where progress towards gender equality must be demonstrated.

Workplace gender equality indicator		Explanation of indicator
1	 Gender composition of all levels of the workforce	Women are often underrepresented in leadership roles, and over-indexed 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. By collecting and reporting data on gender composition at all levels, organisations can see where they could benefit from greater gender diversity and take action to support women into senior roles.
2	 Gender composition of governing bodies	Boards, councils, committees of management and other governing bodies make important decisions about finances and strategy. It's important that governing bodies have diverse voices at the table. The Victorian Government has made a commitment that at least 50% of all new appointments to courts and paid government boards will be women. Consistently collecting and reporting this data will help ensure more gender-balanced boardrooms.
3	 Equal remuneration	The gender pay gap is driven by several factors, including the unequal distribution of unpaid care work, higher rates of pay in male-dominated industries, and gender discrimination. By collecting and reporting pay data, organisations can see where pay gaps are largest and identify the underlying causes.
4	 Sexual harassment	Sexual harassment in the workplace is common in Australia. Often, victim survivors don't make a formal report of their experience of sexual harassment. Barriers to reporting include fear of reprisals or other negative consequences, lack of confidence in the reporting system, and a limited understanding of what sexual harassment is. By consistently collecting and reporting data on workplace sexual harassment, organisations will be more transparent and accountable to employees and the community.
6	 Utilisation of flexible work and other support practices	Gender bias and gender stereotypes can influence recruitment, promotion and career progression practices. This means that women may not have access to the same career opportunities as men. Data on recruitment and promotion outcomes can show where women's careers are stalling and help identify strategies to create more equal opportunities.
7	 Gendered segregation	Flexible working arrangements and leave entitlements including parental leave help Victorians of all genders balance paid work with other responsibilities. But structural and cultural factors mean women are far more likely than men to work flexibly, especially by working part-time, and taking longer parental leave. It's important that defined entities collect clear data on who is accessing flexible work so they can see what extra support might be needed.

Gender Equality Action Plan 2021-2025

2. Workplace Gender Audit

Executive Summary

Workplace gender equality indicator	Summary of audit findings
1  Gender composition of all levels of the workforce	Mornington Peninsula Shire employs 1,076 employees, 74% of whom are women. The Executive Team has more men than women (3 men and 2 women). Overall, women make up 37% of the Senior Leadership Team. 67% of respondents to the People Matter Survey agree that Mornington Peninsula Shire has a positive culture in relation to diverse employees.
2  Gender composition of governing bodies	Mornington Peninsula Shire has 11 Councillors elected by residents to govern the city; 7 women and 4 men. At the time of the report the Mayor was a woman.
3  Equal remuneration	For every \$100 the median man earns at Mornington Peninsula Shire, the median woman earns \$76.10. The gender pay gap is mixed across levels, with the greatest gap for women at the -6 Level (15.9% pay gap), and the greatest pay gap for men at the -4 Level (10.5% pay gap)
4  Sexual harassment	There were no formal complaints of sexual harassment made at Mornington Peninsula Shire in FY21. 5% of People Matter Survey respondents reported experiencing sexual harassment. 83% of respondents agree that Mornington Peninsula Shire encourages respectful workplace behaviour, however a lower proportion, 70% of respondents, agreed that they felt safe to challenge inappropriate behaviour at work.
5  Recruitment and promotion practices	4.2% of Mornington Peninsula Shire employees were on formal flexible work arrangements in FY21; 5% of women and 1% of men. 66% of People Matter Survey respondents believe that Mornington Peninsula Shire has a positive culture in relation to the use of flexible working arrangements; 61% of respondents agree that using flexible work arrangements is not a barrier to success at Mornington Peninsula Shire.
6  Utilisation of flexible work and other support practices	Women represent the majority of carers, business professionals, and other labourer and clerical workers, while men are most likely to work as design, engineering or other professional at Mornington Peninsula Shire. 80% of survey respondents agree that work is allocated fairly in their workgroup, regardless of gender. From the 400 People Matter Survey respondents, 14% reported experiencing bullying and 9% reported experiencing discrimination in the last year.
7  Gendered segregation	Mornington Peninsula Shire employs 1,076 employees, 74% of whom are women. The Executive Team has more men than women (3 men and 2 women). Overall, women make up 37% of the Senior Leadership Team. 67% of respondents to the People Matter Survey agree that Mornington Peninsula Shire has a positive culture in relation to diverse employees.

Gender Equality Action Plan 2021-2025

Acknowledgement of data gaps

It is important to recognise that there are some gaps with respect to the data collected and subsequently analysed in this audit report.

While every attempt has been made to report workforce data accurately, there are some gaps where data is not currently captured by organisational systems. The People Matter Survey responses represent the subjective views of 36% of Mornington Peninsula Shire staff; this may not be reflective of all staff perceptions.

Workplace gender equality indicator		Commentary relating to identified data gaps
1	 Gender composition of all levels of the workforce	Intersectional data relating to Aboriginal and/or Torres Strait Islander identity, religion and sexual orientation was unavailable for this audit; the organisation does not currently capture this information about employees.
2	 Gender composition of governing bodies	There were no data gaps identified in this section
3	 Equal remuneration	There were no data gaps identified in this section
4	 Sexual harassment	There were no data gaps identified in this section
5	 Recruitment and promotion practices	There were no data gaps identified in this section
6	 Utilisation of flexible work and other support practices	There were no data gaps identified in this section
7	 Gendered segregation	There were no data gaps identified in this section

Gender Equality Action Plan 2021-2025

Level definitions

The Gender Equality Act requires us to consider gender composition by reporting levels to the CEO, as follows:

0	CEO
-1	Directors who report to CEO
-2 to -7	Direct reports of the level above

Please use this table as a reference guide for the Mornington Peninsula Shire equivalent level.

Level to the CEO	Mornington Peninsula Shire reference level
0	CEO
-1	Executive team
-2	Management team
-3	Team leaders
-4	Co-ordinators
-5	Senior staff
-6	Team members

Gender Equality Action Plan 2021-2025

Workplace Gender Audit Findings by Indicator

1

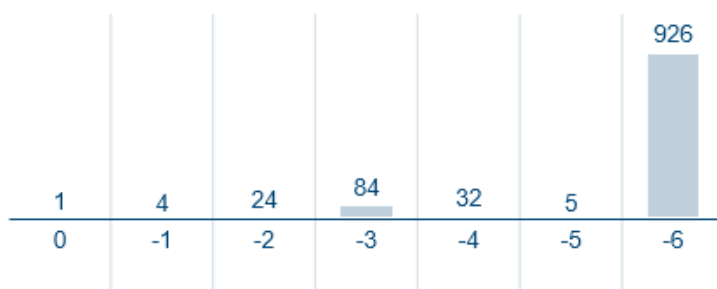


Gender composition of all levels of the workforce

Women represent 74% of Mornington Peninsula Shire's 1,076-person workforce

- Women make up 74% of Mornington Peninsula Shire's workforce; men make up 26%
- The Executive Team (CEO and Level -1) is made up of 2 women and 3 men
- Women make up 37% of the Senior Leadership Team (CEO, Level -1 and Level -2)
- At Levels -6, (which comprises 89% of all staff), 77% are women and 23% men
- No staff are listed as preferring to self-describe as this data is not currently collected by the Council

Total number of staff by position level



KEY

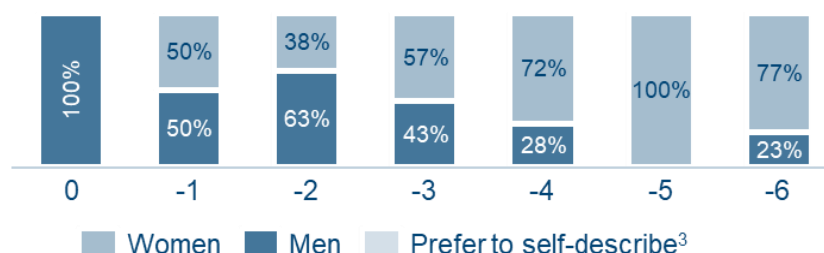
The Gender Equality Act requires us to consider gender composition by reporting levels to the CEO, as follows:

0 = CEO

-1 = directors who report to CEO

-2 to -6 = direct reports of the level above

Breakdown of gender by position level



Note. 1. An organisational restructure was implemented from 1 July 2020 and therefore some data on gender composition will have changed compared with the data presented which was as at 30 June 2021.

Notes: 2. Staff represented include full-time, part-time and casual staff, but excludes contractors. 3. Percentages may not add up to 100% due to rounding 3. 'Prefer to self-describe' is not an option in current HR systems.

Source: Mornington Peninsula Shire. (2021, June 30). Workforce data, as reported to the Commission for Gender Equality in the Public Sector.

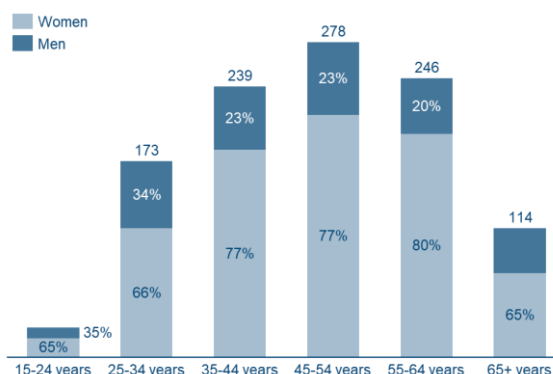
Gender Equality Action Plan 2021-2025

Gender composition of all levels of the workforce – Breakdown by age

Women over-index¹ in the age brackets 35-44 years, 45-54 years and 55-64 years

- Women make up 74% of Mornington Peninsula Shire's workforce; men make up 26%
- Women represent a relatively higher proportion of staff in the age brackets 35-44 years, 45-54 years and 55-64 years
- Men are slightly over-indexed in the older age bracket, 65+ years and the younger age brackets of 15-24 years and 25-34 years

Breakdown of staff by age, disaggregated by gender²



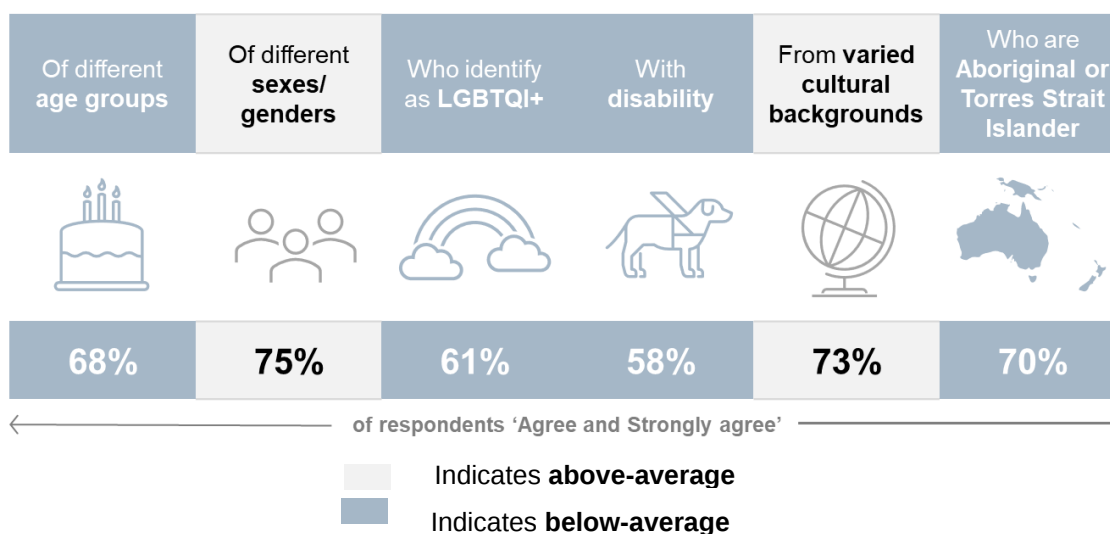
Notes: 1. Over-index means a higher proportion of a gender within a given age bracket, when compared to the overall workforce average. 2. Staff represented include full-time, part-time and casual staff, but excludes contractors. Source: Mornington Peninsula Shire. (2021, June 30). Workforce data, as reported to the Commission for Gender Equality in the Public Sector.

Gender composition of all levels of the workforce – Positive culture

67% of staff agree that there is a positive culture of diversity and inclusion at Mornington Peninsula Shire

- This compares to 71% average for Victorian Councils
- Fewer respondents agree there is a positive workplace culture in relation to people with disability and those who identify as LGBTQI+ than for other intersectional characteristics

'There is a positive culture within my organisation in relation to employees...'



Source: Mornington Peninsula Shire. (2021, June). Gender equality project. People Matter Survey. (n=400). Administered by the Victorian Public Service Commission and analysed by Right Lane Consulting.

Gender Equality Action Plan 2021-2025

2



Gender composition of governing bodies

Mornington Peninsula Shire has 11 Councillors elected by residents to govern the Shire;
7 women and 4 men



7 of 11

Councillors at Mornington
Peninsula Shire are women



4 of 11

Councillors at Mornington
Peninsula Shire are men



As at 30 June 2021, the Mayor
was a woman

Source: Mornington Peninsula Shire. (2021, June 30). Workforce data, as reported to the Commission for Gender Equality in the Public Sector.

Gender Equality Action Plan 2021-2025

3



Equal remuneration

There are two methodologies used to calculate the gender pay gap for work of equal or comparable value. The first allows for simple comparisons to other organisations and benchmarks, the second provides insight to guide action

Methodology 1: Average (mean) base salary pay gap for full-time employees

12.3% pay gap at Mornington Peninsula Shire¹

This method is used by the Workplace Gender Equality Agency (WGEA) to simply compare pay gaps across organisations, industries and states

Inclusions:

- Base salary (full-time equivalent)
- Full-time employees (permanent)

Exclusions:

- Junior employees
- Part-time employees
- Casual employees
- Fixed term employees
- Bonuses and other fixed remuneration
- Overtime
- Superannuation
- Pay that is salary sacrificed

Methodology 2:

Median total remuneration pay gap for full-time and part-time employees

23.9% pay gap at Mornington Peninsula Shire¹

This method provides valuable insight to help organisations understand why their pay gap exists and where it is most pronounced

Inclusions:

- Total remuneration (full-time equivalent base salary plus fixed remuneration, overtime and superannuation)
- Full-time and part-time employees (permanent and fixed term)

Exclusions:

- Casual employees are excluded due to the skewing effect of casual loading

Note. 1. This pay gap reflects women earning less than men.

Source: Workplace Gender Equality Agency. (2021, August). The gender pay gap.; Mornington Peninsula Shire. (2021, June 30). Workforce data, as reported to the Commission for Gender Equality in the Public Sector.

Gender Equality Action Plan 2021-2025

Equal remuneration for work of equal or comparable value – methodology 1

In FY21, Mornington Peninsula Shire's average gender pay gap for full-time employees was 12.3%, below the 14.2% national average and above 10.8% public sector average

Workplace Gender Equality Agency

Mornington Peninsula Shire

14.2%

Australia's average national gender pay gap¹

12.3%

Mornington Peninsula Shire's average
gender pay gap¹

10.8%

Australia's average public sector gender pay gap¹

This is the average pay gap between women and
men on base salary

Note: 1. This pay gap reflects women earning less than men.

Source: Workplace Gender Equality Agency. (2021, August). The gender pay gap.; Mornington Peninsula Shire. (2021, June 30). Workforce data, as reported to the Commission for Gender Equality in the Public Sector.

Gender Equality Action Plan 2021-2025

Equal remuneration for work of equal or comparable value – methodology 2

For every \$100 the median man earns at Mornington Peninsula Shire, the median woman earns \$76.10^{1,2}

The gender pay gap (median, excl. casuals) at Mornington Peninsula Shire is 23.9%

- The gender pay gap is greatest at Level -6, where the median woman earns 19.8% less than the median man (excluding casuals)
- The gender pay gap (median for all staff) is 24.3% inclusive of casuals and 23.9% exclusive of casuals
- Level -1 has been excluded from this analysis due to the small sample size

KEY

- x% women earn more
- x% women earn less

Gender pay gap by position level³, # employees

	Women	Men	Pay gap (all staff)	Pay gap (excl. casuals)	Interpretation	Commentary
-2	9	15	10.4%	10.4%	The median woman earns 10.4% more than the median man	There are no casuals at this level
-3	48	36	10.4%	10.4%	The median woman earns 10.4% less than the median man	There are no casuals at this level
-4	23	9	10.5%	10.5%	The median woman earns 10.5% more than the median man	There are no casuals at this level
-5	5	0	n/a	n/a	N/A	There are no men at this level
-6	712	214	15.9%	19.8%	The median woman earns 15.9% less than the median man; excluding casuals, the pay gap increases to 19.8%	The gender pay gap for all staff at this level is somewhat skewed by casual workers. 16% of workers at level -6 are casuals (of which 82% are women). The median salary for casual workers is significantly lower than the median salary of non-casuals at level -6.
ALL	799	277	24.3%	23.9%		

Notes: 1. This analysis focuses on the median gender pay gap, instead of the mean pay gap. 2. The calculation of overall pay gap excludes casual employees due to the skewing effect of casual loading. 3. All remuneration is reported on an annualised basis, converted to a full-time equivalent of 1. 4. The calculation of the pay gap is based on total remuneration not base remuneration.

Source: Mornington Peninsula Shire. (2021, June 30). Workforce data, as reported to the Commission for Gender Equality in the Public Sector.

Gender Equality Action Plan 2021-2025

4



Sexual harassment

There have been no formal reports of sexual harassment at Mornington Peninsula Shire since 1 July 2020. The lack of formal reports does not, however, end our inquiry.

In 2020 the Victorian Auditor-General's Office (VAGO) undertook an audit to examine whether Victorian councils provided workplaces free from sexual harassment.

We know from the VAGO report¹ that:

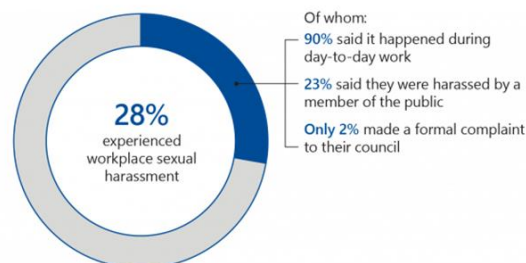
- 28% of people surveyed said they had experienced workplace sexual harassment in the last 12 months
- However, only 2% of those made a formal complaint.

For Mornington Peninsula Shire, the VAGO results showed that:

- 26% of respondents had experienced sexual harassment in the last 12 months
- None made a formal complaint.

Extract from the VAGO report (across all Victorian Councils)

In June 2020, 75 out of 79 councils took part in our voluntary survey, with 9 939 council employees and councillors responding. In the last 12 months ...



Mornington Peninsula Shire



27.7% (265) Shire staff responded to the VAGO survey

26% (70) of those respondents had experienced sexual harassment in the last twelve months

Notes: 1. The VAGO methodology included a voluntary survey completed by almost 10,000 council employees and councillors, from 75 of Victoria's 79 local councils. VAGO also conducted a more detailed audit of 5 councils, selected to represent a range of council types and sizes.

Sources: VAGO. (2020, December 9). Sexual Harassment in Local Government. Mornington Peninsula Shire. (2021, June 30). Workforce data, as reported to the Commission for Gender Equality in the Public Sector.

Gender Equality Action Plan 2021-2025

Mornington Peninsula Shire People Matter Survey Results

5%

Of respondents reported experiencing sexual harassment

Of those respondents who experienced sexual harassment:

5%

told a manager, compared with the Victorian Council average of 15%

Of those who did not submit a formal complaint:

52%

cited that they didn't think it was serious enough as a reason

43%

cited that they didn't think it would make a difference as a reason

Men and women reported experiencing sexual harassment at similar rates. Sexual harassment was experienced by:

4%

of men

5%

of women

10%

of respondents who selected 'Prefer not to say' or 'use a different term'

Attitudes towards inappropriate behaviour

83%

of respondents agree that the Shire encourages respectful workplace behaviour

70%

of respondents agree that they feel safe to challenge inappropriate behaviour at work

Of those respondents who agreed that they felt safe to challenge inappropriate behaviour at work:

80%

of men agreed

70%

of women agreed

43%

of respondents who selected 'Prefer not to say' or 'use a different term' agreed

Notes:

Sexual harassment is defined as non-consensual or unwelcome sexual behaviour that could reasonably be expected to make a person feel offended, humiliated or intimidated. 8% of all respondents selected 'Prefer not to say' or 'use a different term' for their gender.

Source: Mornington Peninsula Shire. (2021, June). Gender equality project. People Matter Survey. (n=400). Administered by the Victorian Public Service Commission and analysed by Right Lane Consulting.

Gender Equality Action Plan 2021-2025

5



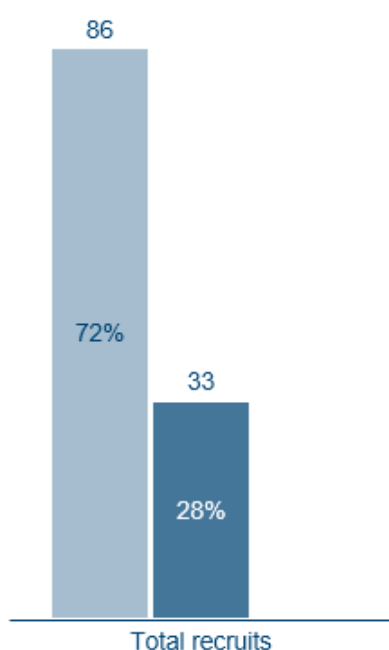
Recruitment and promotion practices

Recruitment by gender

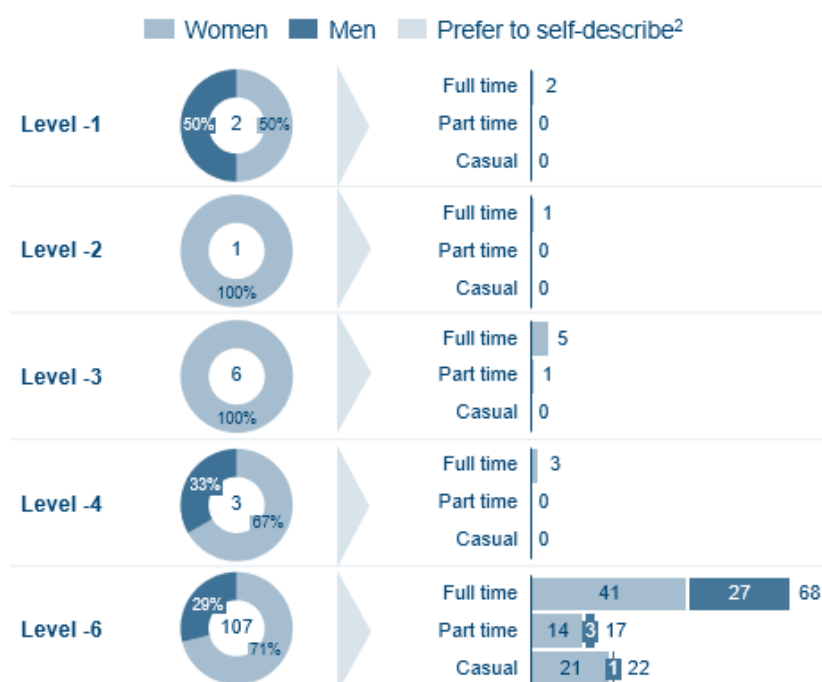
In FY21, women represented 72% of Mornington Peninsula Shire's 119 new recruits

- 86 women and 33 men were recruited to Mornington Peninsula Shire in FY21
- With the exception of Level -1 which had equal number of recruits between men and women, more women than men were recruited to each other Level
- 67% of new recruits were appointed to full-time positions; 15% to part-time and 18% to casual roles

Total number of people recruited, disaggregated by gender¹



Breakdown of people recruited, disaggregated by position level and gender



Notes: 1. Staff represented include full-time, part-time and casual staff, but excludes contractors. 2. 'Prefer to self-describe' is not an option in current HR systems.

Source: Mornington Peninsula Shire. (2021, June 30). Workforce data, as reported to the Commission for Gender Equality in the Public Sector.

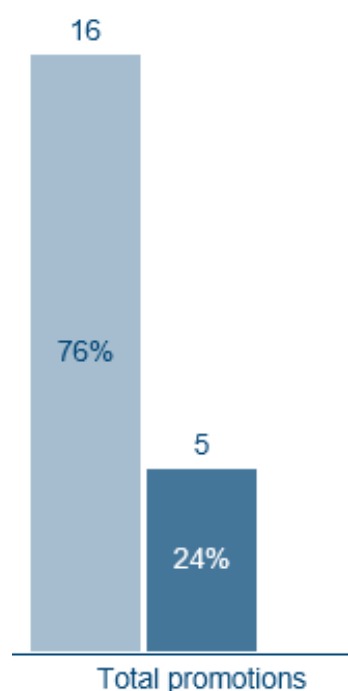
Gender Equality Action Plan 2021-2025

Promotions by gender

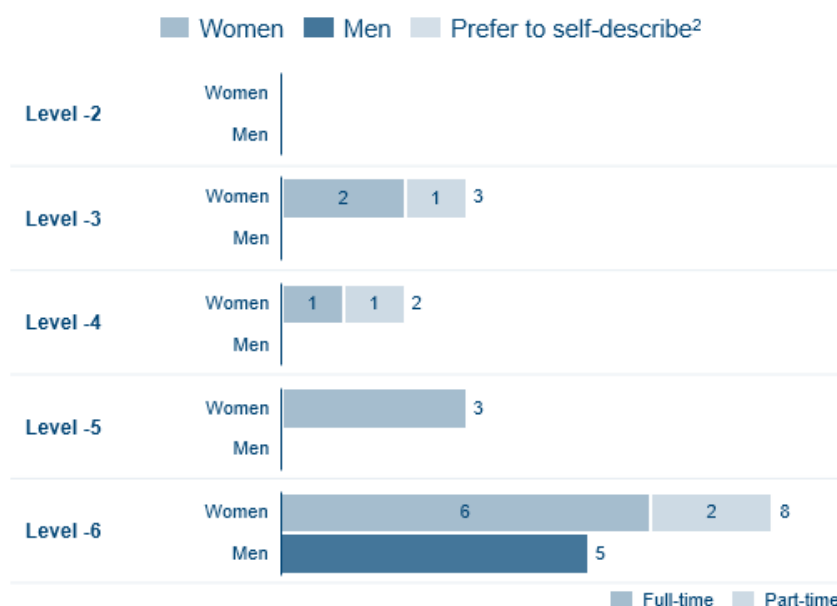
In FY21, Mornington Peninsula Shire permanently promoted 21 employees; 76% of these were women

- 16 (76%) of those promoted were women; 14 (24%) were men
- In FY21, there were no new employees promoted to CEO, Level -1 or Level -2
- 3 women were promoted to Level -3; 2 women were promoted to Level -4; 3 women were promoted to Level -5; and 8 women and 5 men were promoted to Level -6
- 25% of all promoted women (4 individuals) work part-time; no promoted men work part-time; the remainder of promoted employees work full-time

Number of permanent promotions, disaggregated by gender¹



Breakdown of promotions, disaggregated by position level and gender



Notes: 1. Staff represented include full-time, part-time and casual staff, but excludes contractors. 2. 'Prefer to self-describe' is not an option in current HR systems.

Source: Mornington Peninsula Shire. (2021, June 30). Workforce data, as reported to the Commission for Gender Equality in the Public Sector.

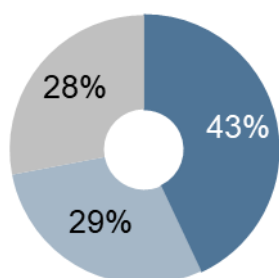
Gender Equality Action Plan 2021-2025

Recruitment and promotion decisions

Less than half of respondents agree that they have an equal chance at promotion

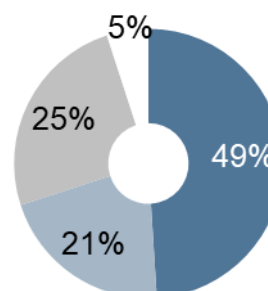
- Women and men were equally likely to agree that recruitment and promotion decisions are fair, and men were marginally more likely to agree they have an equal chance at promotion
- Most respondents (49%) agree that Mornington Peninsula Shire makes fair, merit-based recruitment and promotion decisions
- 17% of respondents who selected 'Prefer not to say' or 'use a different term' for their gender agreed that they have an equal chance at promotion¹

'I feel I have an equal chance at promotion in my organisation'



- Less than half of respondents (43%) agree that they have an equal chance at promotion. The Victorian Council average was 51%.
- 29% of respondents disagree that they have an equal chance at promotion, and 28% were neutral.
- 44% men respondents agree
- 45% women respondents agree

'My organisation makes fair recruitment and promotion decisions, based on merit'



- Most respondents (49%) agree that Mornington Peninsula Shire makes fair, merit-based recruitment and promotion decisions. The Victorian Council average was 54%.
- 26% disagreed or did not know. 25% were neutral.
- 53% men respondents agree
- 50% women respondents agree

■ Agree or strongly agree
 ■ Disagree or strongly disagree
 ■ Neutral
 ■ Don't know

Note: 1. Percentages may not add up to 100% due to rounding

Source: Mornington Peninsula Shire. (2021, June). Gender equality project. People Matter Survey. (n=400). Administered by the Victorian Public Service Commission and analysed by Right Lane Consulting.

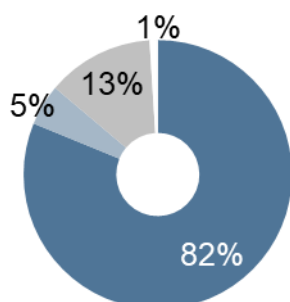
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Support for diversity and inclusion

82% of respondents agree that their workgroups actively support diversity and inclusion

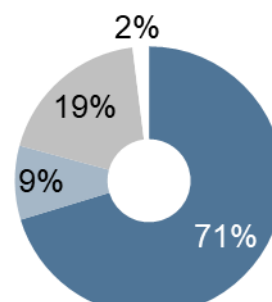
- A lower proportion, 71%, agree that senior leaders are supportive of diversity and inclusion
- A higher proportion of women than men agreed that their workgroups are supportive of diversity and inclusion, and a higher proportion of men agreed senior leaders were similarly supportive

People in my workgroup actively support diversity and inclusion in the workplace¹



- There is strong agreement (82%) among respondents that their workgroup actively supports diversity and inclusion. The Victorian Council average was 81%.
- 84% men respondents agree
- 81% women respondents agree

'Senior leaders actively support diversity and inclusion in the workplace'¹



- There is strong agreement (71%) that senior leaders support diversity and inclusion in the workplace. The average Victorian Council agreement was 71%.
- 74% men respondents agree
- 72% women respondents agree

■ Agree or strongly agree
 ■ Disagree or strongly disagree
 ■ Neutral
 ■ Don't know

Note: 1. Percentages may not add up to 100% due to rounding

Source: Mornington Peninsula Shire. (2021, June). Gender equality project. People Matter Survey. (n=400). Administered by the Victorian Public Service Commission and analysed by Right Lane Consulting.

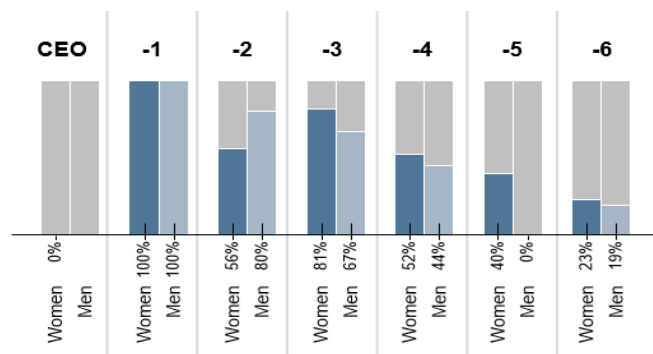
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Development opportunities

In FY21, men were more slightly likely to participate in career development training than women

Career development training participation¹

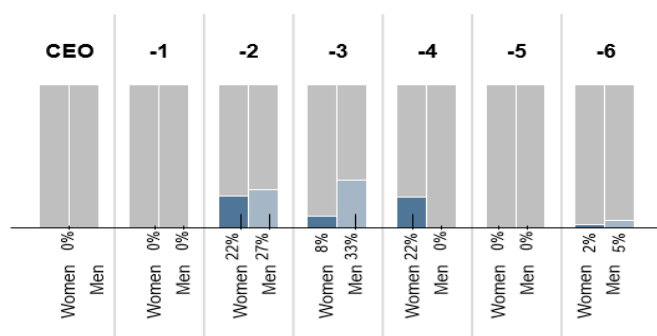
Participation % by position level and gender



- 28% of all staff participated in career development training
- All staff in Level -1 participated in career development training
- Men were more likely to participate in career development training than women in the Senior Leadership Team (CEO, Level -1 and Level -2)

Awarded higher duties

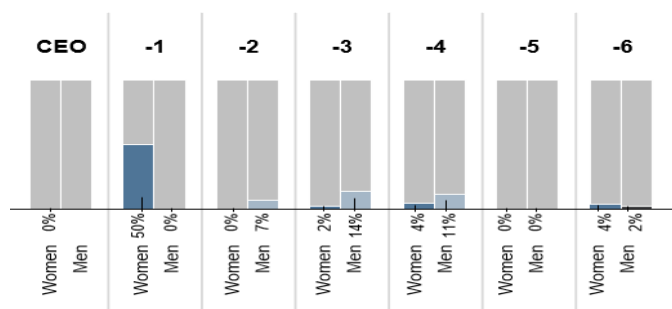
Proportion of staff by position level and gender



- 5% of staff were awarded higher duties in FY21
- Only employees at Levels -2, -3, -4 and -6 were awarded higher duties
- In Level -2, -3 and -6, men were more likely to be awarded higher duties than women while women were more likely to do so in Level -4

Internal secondments

Proportion of staff by position level and gender



- 4% of staff were awarded internal secondments in FY21
- Only employees at Levels -2, -3 and -4 were awarded internal secondments
- In Level -1 and -6, women were more likely to be awarded internal secondments than men, while men were more likely to do so in Level -2, -3 and -4

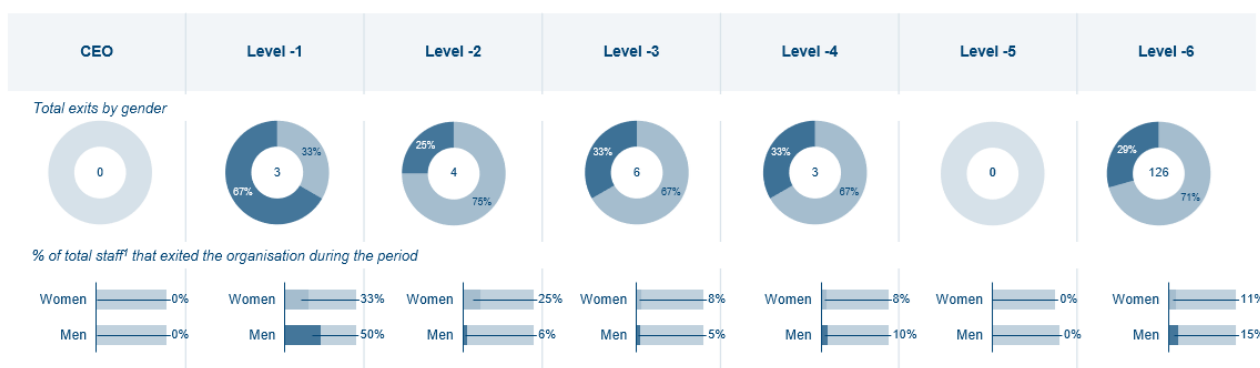
Source: Mornington Peninsula Shire. (2021, June 30). Workforce data, as reported to the Commission for Gender Equality in the Public Sector.

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Exits from the organisation

In FY21, 142 employees exited the organisation, representing 12% turnover.
Overall staff turnover rates were higher for men than for women;
exits included 43 men (15% of men) and 99 women (12% of women)

Composition of people who exited the organisation by position level and gender



6



Utilisation of flexible work and other support practices

4.2% of Shire staff are on formal flexible work arrangements; 5% of women and 1% of men

Breakdown of people on formal flexible work arrangements by position level

	Number		Proportion	
CEO	0	Women		
		Men		
Level -1	0	Women		
	0	Men		
Level -2	0	Women		
	0	Men		
Level -3	2	Women	4%	
	0	Men		
Level -4	1	Women	4%	
	1	Men	11%	
Level -5	0	Women		
	-	Men		
Level -6	39	Women	5%	
	2	Men	1%	

Note: 1. Flexible work arrangements are defined as formal flexible work arrangements which have been documented by Mornington Peninsula Shire and does not include informal arrangements.

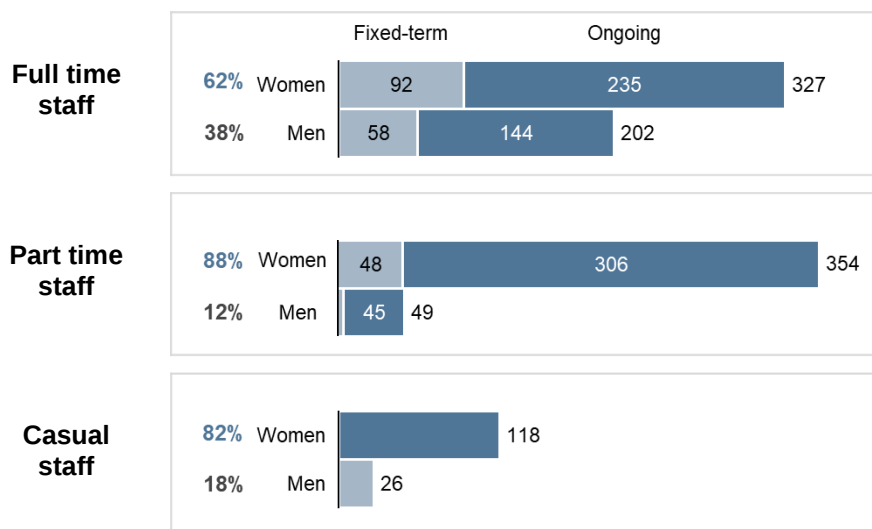
Source: Mornington Peninsula Shire. (2021, June 30). Workforce data, as reported to the Commission for Gender Equality in the Public Sector.

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Employment Arrangements

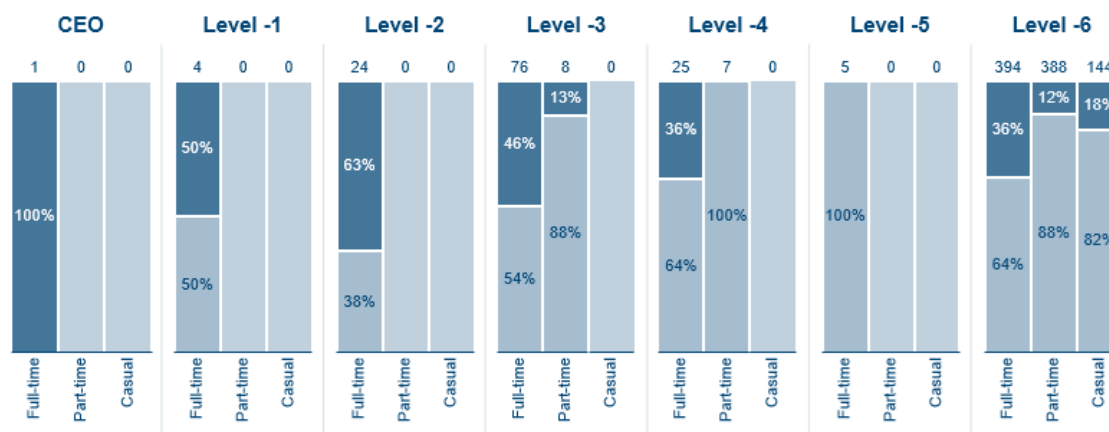
A higher percentage of women work part-time than men (44% of all women and 17% of men)

Breakdown of staff¹ by employment basis, disaggregated by gender



The majority of part-time and casual workers at the Shire are women in Level-6

Gender composition by position level and employment basis¹



Source: Mornington Peninsula Shire. (2021, June 30). Workforce data, as reported to the Commission for Gender Equality in the Public Sector.

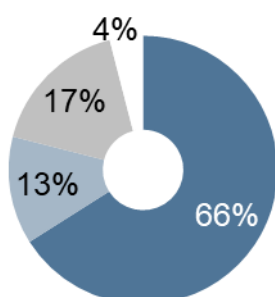
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Availability and use of flexible work arrangements – Staff perceptions

66% of respondents believe that the Shire has a positive culture in relation to the use of flexible working arrangements

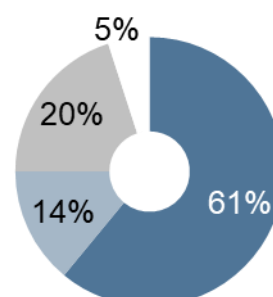
- 61% believe that using flexible work arrangements is not a barrier to success
- 40% of respondents who selected 'Prefer not to say' or 'use a different term' for their gender agreed that using flexible work arrangements was not a barrier to success²

'There is a positive culture within my organisation in relation to employees who use flexible work arrangements'



- Most respondents agree (66%) that Mornington Peninsula Shire has a positive culture in relation to employees using flexible working arrangements. The Victorian Council average was 65%.
- 17% disagreed or did not know. 17% were neutral.
- 70% men respondents agree
- 67% women respondents agree

'Using flexible work arrangements is not a barrier to success in my organisation'



- Most respondents agree (61%) that using flexible arrangements is not a barrier to success at Mornington Peninsula Shire. The Victorian Council average was 61%.
- 19% disagreed or did not know. 20% were neutral.
- 68% men respondents agree
- 61% women respondents agree

■ Agree or strongly agree
 ■ Disagree or strongly disagree
 ■ Neutral
 ■ Don't know

Notes: 1. Flexible work is defined as access to one or more of the following arrangements, as chosen by the employee: working more hours over fewer days, flexible start and finish times, working remotely (not related to COVID-19), working part-time (negotiated by the employee), shift swap, job sharing, study leave, purchased leave or using leave to work flexible hours. 2. 8% of all respondents selected 'Prefer not to say' or 'use a different term' for their gender.

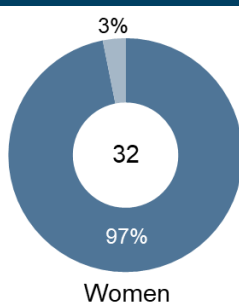
Source: Mornington Peninsula Shire. (2021, June). Gender equality project. People Matter Survey. (n=400). Administered by the Victorian Public Service Commission and analysed by Right Lane Consulting.

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Caring responsibilities

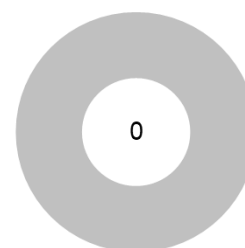
In FY21, 32 Shire staff accessed parental leave, 31 of whom were women and 1 was a man.

Parental Leave



- The average woman's parental leave was 47.6 weeks longer than the average man

Carer's Leave



- 32 Mornington Peninsula Shire staff took parental leave between 1 July 2020 and 30 June 2021; 31 of whom were women and 1 was a man
- The average parental leave taken by women was 14 weeks paid leave and 35 weeks unpaid leave
- The average parental leave taken by men was 1.4 weeks paid leave and no unpaid leave
- There were no exits during parental leave

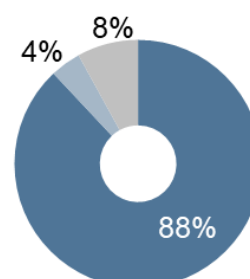
- Mornington Peninsula Shire's FY21 data does not differentiate between carer's leave and sick leave (it was all recorded as personal leave)
- This classification has been adjusted for future data capture

A high proportion of respondents agreed that the Shire is supportive of employees with family or caring responsibilities, regardless of gender

- Men were 6% more likely to agree than women
- 77% of respondents who selected 'Prefer not to say' or 'use a different term' for their gender agreed¹

- There is strong agreement (88%) that Mornington Peninsula Shire supports employees with family and other caring responsibilities regardless of gender. The average Victorian Council agreement was 82%
- 93% men respondents agree
- 87% women respondents agree

■ Agree or strongly agree ■ Disagree or strongly disagree ■ Neutral



Source: Mornington Peninsula Shire. Gender equality project. People Matter Survey. (n=400). Administered by the Victorian Public Service Commission and analysed by Right Lane Consulting.

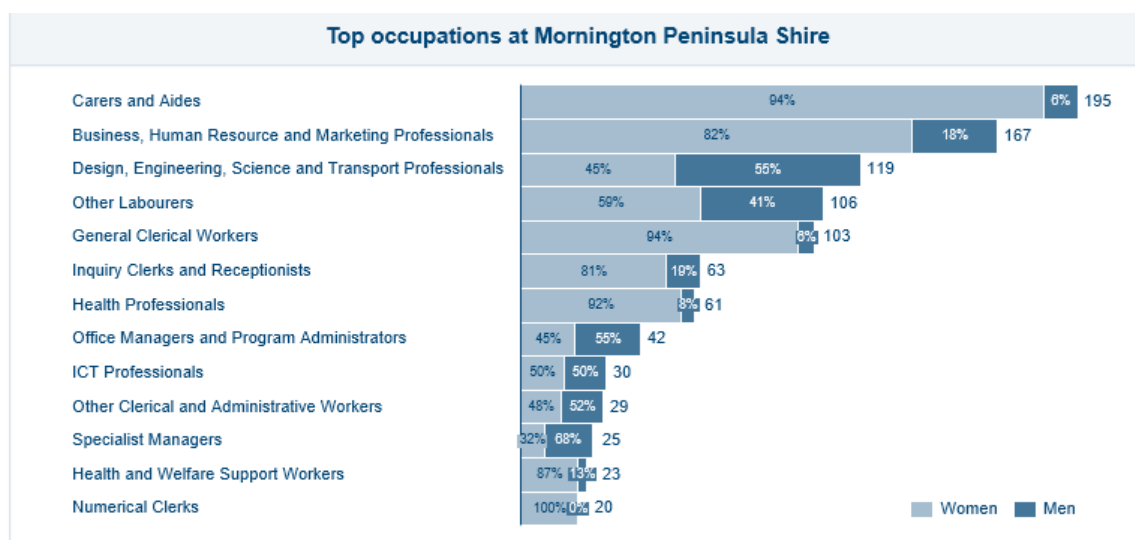
Gender Equality Action Plan 2021-2025

7



Gendered segregation

Men are most likely to work as design, engineering or other professionals and Women represent the majority of carers, business professionals, and other labourer and clerical workers



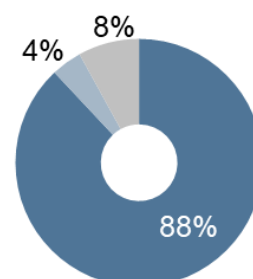
Work allocation

Overall, there is strong agreement that work is allocated fairly, regardless of gender

- Men were 8% more likely to agree than women
- 73% of respondents who selected 'Prefer not to say' or 'use a different term' for their gender agreed¹

- There is strong agreement (80%) that work is allocated fairly, regardless of gender. The Victorian Council average was 81%.
- 87% men respondents agree,
- 79% women respondents agree

■ Agree or strongly agree
 ■ Disagree or strongly disagree
 ■ Neutral



Source: Mornington Peninsula Shire. Gender equality project. People Matter Survey. (n=400). Administered by the Victorian Public Service Commission and analysed by Right Lane Consulting.

Gender Equality Action Plan 2021-2025

Bullying

14% (56) of respondents reported experiencing bullying in the last year compared to 16% Victorian Council average

- Women were slightly more likely to report experiencing bullying (11% of men and 15% of women)
- 20% of respondents who selected 'Prefer not to say' or 'use a different term' for their gender² experienced bullying

Of those respondents who experienced bullying:

68%	experienced incivility (e.g., were talked down to, received demeaning remarks, weren't listened to)
51%	experienced exclusion or isolation
39%	had essential information for their job withheld
30%	experienced intimidation or threats
21%	experienced verbal abuse
18%	were given impossible assignments
16%	were assigned meaningless tasks unrelated to their job
7%	had their personal property and/or work equipment interfered with.

- 46% of respondents who reported experiencing bullying, experienced it at least weekly; 37% experienced bullying less than once a month
- 11% submitted a formal complaint (13% Victorian Council average); 49% told a manager and 18% told Human Resources
- The main reasons for not submitting a formal complaint were beliefs that making a formal complaint would not make a difference (51%); have negative consequences for their reputation (51%); would have negative consequences for their career (49%)

Notes: 1. 14% may not reflect the number of discrete instances. This question asks respondents to indicate whether they had experienced bullying. 2. 8% of all respondents selected 'Prefer not to say' or 'use a different term' for their gender.

Source: Mornington Peninsula Shire. (2021, June). Gender equality project. People Matter Survey. (n=400). Administered by the Victorian Public Service Commission and analysed by Right Lane Consulting.

Gender Equality Action Plan 2021-2025

Discrimination

9% (36) of respondents reported experiencing discrimination in the last year; 9% were not sure if they had experienced discrimination

- Women were slightly more likely to report experiencing discrimination (6% of men and 8% of women)
- 20% of respondents who selected 'Prefer not to say' or 'use a different term' for their gender² experienced discrimination

Respondents who experienced discrimination categorised it as:

41%	opportunities for promotion
26%	opportunities for training
26%	other
21%	denied flexible work arrangements or other adjustments
15%	opportunities for transfer/secondment
3%	pay or conditions offered by employer
16%	were assigned meaningless tasks unrelated to their job
7%	had their personal property and/or work equipment interfered with.

- 56% of respondents who reported experiencing discrimination experienced it less than once a month; an additional 35% experienced it monthly; 9% experienced it at least weekly
- Of respondents who experienced discrimination, 15% told a manager and 12% told Human Resources
- The main reasons for not submitting a formal complaint were that there would be negative consequences for their career (50%); that there would be negative reputational consequences (50%); and belief that it would not make a difference (44%)

Notes: 1. 9% may not reflect the number of discrete instances. This question asks respondents to indicate whether they have experienced discrimination. 2. 8% of all respondents selected 'Prefer not to say' or 'use a different term' for their gender.

Source: Mornington Peninsula Shire. (2021, June). Gender equality project. People Matter Survey. (n=400). Administered by the Victorian Public Service Commission and analysed by Right Lane Consulting.

Gender Equality Action Plan 2021-2025

3. Meaningful consultation and engagement

Gender equality insights at Mornington Peninsula Shire

From our consultation process, key insights and discussion highlights were gathered and used in the development of our Gender Equality Action Plan. A summary of discussion highlights are provided below.

Workplace gender equality indicator	Focus group discussion highlights
 Gender composition of all levels of the workforce	• Participants discussed the divide in the workforce along gender lines and were not surprised about the imbalance between men and women across the organisation • Participants argued that men see working for the Shire as a starting point of their careers while women see it as a destination for a whole variety of reasons, e.g. maternity leave, job security • Participants discussed how men are over-indexed in the older age group (65+) and highlighted the need to breakdown data by age, level and department to understand in which department and level those people work • Participants pointed out that the number of youth has declined as a result of foregoing the traineeship program • Participants discussed the need to have better balance between men and women by widening our recruitment cohort and looking at our historical recruitment data to compare actual workforce with potential workforce • Participants have discussed how -5 level identifies as 100% women with only 5 people in this group and it is not clear what team members fall in this category • Participants highlighted the need to take an action to ensure Mornington Peninsula Shire has a positive culture in relation to people with disability
Quotes	

- 'There's a perception that MPS is not culturally diverse'
- 'Male in senior management are overrepresented'
- 'Do we keep gender and age breakdown of job applicants? Good to see what proportion of men and women apply and are successful'
- 'Not surprised seeing LGBTQI+ low as more conservative people in the Shire'
- 'There is not graduate program at the council that can allow more young people to join our workforce'
- 'We wiped out a lot of our youth by wiping out the traineeship program'
- '[we need] compulsory cultural training to touch on different cultures and people of all backgrounds'
- 'We do not have formal program for people with disability'

Gender Equality Action Plan 2021-2025



Gender composition of governing bodies

- Participants celebrated and welcomed the new change of having more women as councillors with the mayor being a woman
- Participants acknowledged that councillors are elected by the people of the shire
- Participants discussed the desire to have a broader cultural diversity and people from different background among councillors



Equal remuneration

- Participants discussed the potential causes of the pay gap in the junior levels:
 - Banding and pay at different department and category e.g., male dominated engineering staff paid more than women staff in community service
 - Tenure and unequal access to promotion because of gaps in career
 - Roles women hold have held lower value traditionally. Hard to change views of what are 'women's roles'
 - Women taking time out of their career for caring
 - Less inclination for women to apply for senior roles given balance with caring responsibilities
 - Subconscious bias that the woman may take time out to have kids
- Participants argued that staff in managerial roles should have similar pay and no pay gap considering the similarity of their roles in terms of leadership and supervision
- Participants were surprised about the pay gap swing between men and women in levels -2, -3 and -4

Quotes

- 'The problem is old banding structure'
- 'It would be good to see what the shire have been working on in this gender gap space'
- 'If super was included in the pay gap feel the pay gap would be much higher due to parental leave'
- 'Potentially less men could be applying for the roles because of the titles e.g. 'Executive Assistant. Melbourne Council use the title 'Business Support Officer'



Sexual harassment

- Participants were surprised and very disappointed by the number of sexual harassment
- Participants agreed that this is not reflective of our values as a council and needs to be a high priority focus area for the council
- Participants discussed the need to provide training to staff on what constitutes sexual harassment and the different forms of sexual harassment in office and online environment
- Participants discussed the need to have an encouraging culture and safe process with high privacy for people to report sexual harassment
- Participants highlighted the desire for additional communication on the sexual harassment policy and the processes to report incidents and that more needs to be done in this space

Gender Equality Action Plan 2021-2025

Quotes

- 'The Shire's sexual harassment training is new. Continuing this training is going to be key to improvement for the future'
- 'We need to investigate why people are afraid to come forward and register a complaint'
- 'Online environment can open up different forms of sexual harassment'
- 'Stats around the people of prefer not to disclose their gender is concerning'
- 'We don't necessarily advertise and promote the process to report sexual harassment, they would know vaguely that they need to talk to somebody in HR'
- 'Do staff believe that HR are working for management rather than at lower levels. This may be reason why staff fear coming out about issues'



Recruitment and promotion practices

- Participants discussed how men have higher amount of professional development potentially due to more men in leadership roles
- Participants discussed the need to have more women in leadership role and looking at career development for all staff including full-time, part-time and casuals
- Participants discussed the need to provide conscious and unconscious bias training for recruiters
- Participants pointed out the idea of having a KPI target for gender and diversity recruitment decisions
- Participants highlighted the lack of visibility, communication and advertisements on secondment, higher duties and promotion opportunities
- Participants suggested that someone should review the recruitment advertisements to ensure they don't unintentionally target men or women

Quotes

- 'Women may not feel ready for promotion due to the family dynamic at home and working part-time, it would be too much pressure'
- People have experienced comments such as they are lucky to not have children because they wouldn't be able to do this job'
- 'Are full-time staff more likely to be promoted in our organisation?'



Utilisation of flexible work and other support practices

- Participants agreed the need to promote flexible work arrangement and communicate the policy more effectively and encourage a culture where men are encouraged to access flexible work and carer leave if they need to
- Participant agreed that there is a lot of informal flexible work arrangement and this needs to be formalised to reflect flexible arrangement and protect employees in case of management change
- Participants agreed the need to record carer's leave separately from personal leave as part of the action plan
- Participants agreed that there is a lot of value in capturing the reasoning and information on why staff have exited the council

Gender Equality Action Plan 2021-2025

Quotes

- 'It's pity we can't record carer's leave'
- 'Our flexible work policy is not heavily publicised and I do not like few things in the policy'
- 'There seems to be an element of pressure. You need to constantly negotiate it'
- 'Flexible work arrangement is so important as it contributes to job satisfaction and employee engagement'
- 'Parental leave is a community education issue. [it's about] challenging traditional gender roles'
- 'Maybe some men here do maybe feel afraid that if they step back, they will miss promotions'



Gendered segregation

- Participants discussed the need to provide education for staff on how to deal with bullying, discrimination and violent behaviour and make this training compulsory
- Participants highlighted that the process of reporting bullying should be communicated more frequently and be visible for staff members
- Participants discussed the need to differentiate between a process of making a complaint and the support network, and the importance of both

Quotes

- '[I am] shocked by the bullying numbers'
- 'High percentage experiencing it [bullying] at least weekly'
- 'Leaders also need to be trained and supported to provide feedback and have open conversations with their teams'
- 'There is a lack for process and support network. Feeling that it could not go anymore so suck it up'

Gender Equality Action Plan 2021-2025

Priorities and opportunities for improvement

Discussion points	
Embed diversity and gender balance across all levels of the organisation	• Support women and forge pathways for them to excel in their careers such as providing leadership training and mentoring, fostering emerging leaders and providing women in planning department to move sideways and gain experience • Consider the gender balances in working groups, committees, when we accept invitations to present at conferences and on panel discussions • Increase % of women in leadership roles • Consider who in our organisation (e.g. CEO) becomes a member of the Champions of Change coalition • Establish a LGBTQI+ committee made up of employees, with a Director as their sponsor • Review legacy title of roles e.g. Executive Assistant to be more generic e.g. Business Support Officer.
Establish greater awareness and a safe space to address inappropriate workplace behaviour	• Provide in-depth face to face/online training to staff member on sexual harassment, bullying and violent behaviour, not just a one-way video, which should be done at least annually for all workforce • Establish programs that build confidence for staff to challenge and deal with inappropriate behaviour in the workplace as well as trust of reporting sexual harassment and other inappropriate behaviour • Establish trusted formal channels for reporting sexual harassment, bullying, etc and make the process easy and simple • Create a culture that encourages staff to speak up and acknowledge that their voices and issues are being heard
Encourage a tolerant culture for flexible work	• Review the flexible work arrangement policy and encourage men in the organisation to access it • Communicate frequently on flexible work arrangement and make them visible for staff • Formalise informal flexible work arrangement to protect employees working choices • Capture carer leave separately from personal and sick leave in the system
Reduce barriers to career progression	• Consider a mentoring group of female leaders in the organisation that help those that are following in their footsteps • Embed a gender equity lens in recruitment, secondment and higher duties recruitment • Advertise and create visibility of higher duties and promotion opportunities for all staff members

4. Our Gender Equality Vision for the Future

By 2025, we will be a
united, respectful and safe workplace
that models and promotes gender equality
and enables dignity and fairness
for all staff

What are the benefits for gender equality for our workplace?

We will be recognised as a leader in equality and equity,
with a reputation as a destination workplace who is able to
attract a skilled and diverse workforce

We will enjoy continuously improved decision making
with innovative and diverse viewpoints, at all levels,
leading to outstanding community outcomes
and economic sustainability

We will have a safe and inclusive workplace culture for all –
resulting in better staff wellbeing, retention and resilience

Gender Equality Action Plan 2021-2025

5. Actions and measures

Priority One: Eliminate instances of inappropriate conduct, and create a safe space for staff to speak up that leads to action			
	Actions	Accountability	Timeframe
1.	Conduct comprehensive mandatory internal training and develop broader programs to educate staff on inappropriate conduct including sexual harassment, bullying, violent/aggressive behaviour and discrimination. The training should cover: • what inappropriate behaviours are; • its consequences; • and how to call them out; • remind staff of MPS' zero-tolerance approach; and • reporting processes	People & Culture	June 2022
2.	Review the policy and process for reporting sexual harassment, bullying and discrimination in the workplace and ensure it is clear and transparent and known about by all staff	People & Culture	June 2022
3.	Develop and execute a reporting plan to provide leadership with visibility on progress against eliminating instances of inappropriate conduct, and ensure they act as required	People & Culture	June 2022
Measures		• Total number of inappropriate conduct reports in employee relations cases • Number of inappropriate conduct reported causes which are substantiated • Reduction in staff survey reports on number of people experiencing sexual harassment • % of staff that have completed training in inappropriate behaviours	

Gender Equality Action Plan 2021-2025

Priority 2

Provide equal opportunities, pay, and progression across all levels of the organisation and minimise the gender pay gap

Actions	Accountability	Timeframe
1. Review and improve the transparency of secondment, higher duties and career development opportunities across the Shire	People & Culture	June 2022
2. Conduct deep-dive analysis to pinpoint where and why the gender pay gap exists and based on those findings, develop targeted strategies to rectify the gender pay gap (including transparent reporting to all staff)	People & Culture	June 2023
3. Develop, implement and promote career development strategies, such as: - mentoring, - scholarships, - development and education pathways, - secondment opportunities in areas with gender imbalances, - building sectors partnerships; and - implement 'Women in Leadership Pathway	People & Culture	June 2023

Measures

- Reduction in average gender pay gap (aggregate, and by level within the organisation)
- Increase the % of women in traditionally gender specific and leadership roles
- Improved access to leadership training for women
- Improved access to promotions, higher duties, and secondments for women

Gender Equality Action Plan 2021-2025

Priority 3

Create greater gender diversity across all levels of the organisation

Actions	Accountability	Timeframe
1. Establish a cross-organisational Diversity and Inclusion working group to support the implementation and monitoring of the Gender Equality strategies	People & Culture	June 2022
2. Implement improved information gathering and workplace practices to support inclusion and improved experiences for transgender and gender diverse staff members.	People & Culture	December 2022
3. Improve data capture and reporting on Gender Equality indicators including intersectional data, carers leave, etc to better understand diversity in the organisation and inform future actions	People & Culture	December 2022
4. Develop and execute a plan to celebrate diversity internally at MPS	People & Culture	June 2023
5. Review recruitment processes to remove gender biases and attract greater diversity in candidates by considering blind recruitment, reviewing language in job descriptions, composition of interview panels, shortlisting and appointment processes and gender bias training.	People & Culture	December 2023
6. Review the flexible work policy and consider implementing an 'all roles flexible' approach to employment & recruitment and consider barriers to flexible working across different roles.	People & Culture	June 2024

Measures

- Improvements in the % of gender distribution by team, unit and level
- % of staff taking up formal flexible work arrangements by gender
- Improvements in staff surveys on availability of flexible work arrangements.

Gender Equality Action Plan 2021-2025

Mornington Peninsula Shire acknowledges the pay equity principles outlined in the Act

Mornington Peninsula Shire acknowledges the gender pay equity principles and has developed a strategic priority dedicated to promoting equity in recruitment, career development and pay practices, with supporting strategies and measures to achieve pay equity. In addition to our obligations to publish audit data pertinent to our GEAP, we commit to being transparent about career development opportunities and promoting them to all of our staff.

Mornington Peninsula Shire will create a safe and inclusive environment for our workforce, one that is free from bias and discrimination, supported by the required training and process implementation.

Through increasing access, utilisation and support for flexible work, we acknowledge the relationship between paid and unpaid work, as well as different patterns of labour force participation.

We have made a long-term commitment to achieving gender equality at Mornington Peninsula Shire and have developed strategies that will be both sustainable and enduring.

We will continue to work collaboratively with staff and unions to foster a safe and inclusive community where everyone has an equal opportunity to embrace and reach their full potential.

1	Establishing equal pay for work of equal or comparable value	Equal or comparable value refers to work valued as equal in terms of skill, effort, responsibility and working conditions. This includes work of different types
2	Free from bias or discrimination	Employment and pay practices are free from the effects of unconscious bias and assumptions based on gender
3	Transparency and accessibility	Employment and pay practices, pay rates and systems are transparent. Information is readily accessible and understandable
4	Relationship between paid and unpaid work	Employment and pay practices recognise and account for different patterns of labour force participation by workers who undertake unpaid and/or caring work
5	Sustainability	Interventions and solutions are collectively developed and agreed, sustainable and enduring
6	Participation and engagement	Workers, unions and employers work collaboratively to achieve mutually agreed outcomes

Source: Commission for Gender Equality in the Public Sector. (2021, May). Gender Equality Action Plan 2021-2025 – Guidance for Defined Entities.

Gender Equality Action Plan 2021-2025

6. Resourcing our GEAP

Mornington Peninsula Shire is committed to delivering on the actions within the Gender Equality Action Plan. The Shire acknowledges that implementation of these actions will take a whole of Shire effort and commitment to embed these changes in every team, unit and workplace.

A cross-organisational committee will work together to support implementation, act as champions within their work areas to drive actions and monitor measures and improvements.

The People and Culture unit will hold accountability for the coordination of the actions within this plan and working with other members of Council to enable them to implement these changes in their own area.

In the first year, resourcing to deliver the actions will be managed within the existing resources in the People & Culture unit. This will be monitored and additional staffing requirements in future years in line with budget and resourcing requirements.

7. Measuring progress

Mornington Peninsula Shire commits to reporting our progress against the actions and measures set out in our GEAP as required by the Gender Equality Act 2020.

In addition to this, the Shire will report quarterly against this plan to the established cross-organisational committee and annually to the Management and Executive Teams. The progress against this plan will also be communicated with our broader workforce at least annually.

The responsibility for reviewing measures, monitoring progress and ensuring our obligations for reporting are met under the Gender Equality Act 2020 sits with the People and Culture Unit.