

**Gender Equity Policy**

**Policy – OP114**

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| **Prepared** | **Reviewed** | **Approved** | **Date** |
| Organisational Development | SMT | ELT | March 2016 |
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| **Trim File: 18/02/01** | | **To be reviewed: March 2017** | |
| **Document Owner: Manager Organisational Development** | | **Review Frequency: Yearly** | |
| **CEO Signature:** | | | |

1. **The purpose of this policy is**

To set out Council’s principles in ensuring that it maintains a gender equity based approach to all of its organisational operational activities.

1. **Policy Statement**

Mildura Rural City Council is committed to supporting gender equity in our workplace. We aim to ensure that all staff have the same opportunities, rights and respect, regardless of their gender.

Gender equity is the process of being fair to women and men. Gender equity recognises that within all communities, women and men have different benefits, access to power, resources and responsibilities.

To ensure fairness, strategies must often be available to compensate for women’s historical and social disadvantages that prevent women and men from operating on an equal playing field. Gender *equity* leads to gender *equality*, where there are equal rights, responsibilities and opportunities for women and men.

1. **Principles**

* Ensure Council as a workplace provides equitable opportunities for its male and female employees and maintains an organisational culture which supports gender equity.
* Promote a family friendly workplace for men and women through the following activities;
* Parental leave options to both men and women
* Flexible working arrangements to staff
* Breastfeeding facilities within Council buildings
* Working from home options for staff
* Maintain awareness around family and domestic violence and having appropriate policy and procedures to support staff
* Regular review of policy, procedures and strategies to ensure gender equity principles are maintained
* Create an equitable, respectful and enabling environment for men and women within the organisation through the following activities;
* Ensure that there is gender representation in all cross functional teams, interview and assessment panels
* Ensure that gender equity exists with regard to remuneration of employees
* Embed Key Performance Indicators in relation to White Ribbon in senior management and Chief Executive Officer position descriptions
* Seek opportunities to encourage gender diversity in positions historically filled by gender stereotypes
* Demonstrate gender equity social responsibility through the following community related activities;
* Offer support to other local organisations wanting to become accredited through the White Ribbon Program
* Require suppliers to Council to support the principles of White Ribbon through supplier code of conduct
* Ensure senior representation on external networks that address gender equity issues
* Support external organisations that demonstrate gender equity
* The existing policies and strategies listed in section 6.2 are also part of the framework through which Council will achieve gender equality

1. **Who is responsible for implementing this policy?**

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| Chief Executive Officer & Executive Leadership Team | Responsible for:   * Championing the policy |
| Managers & Supervisors | Responsible for:   * Communicating policy to all staff in Branch * Adhering to policy * Addressing issues |

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| Organisational Development | Responsible for:   * Reviewing policy * Communicating policy organisationally * Advising and assisting managers and supervisors in addressing issues * Providing regular training / awareness in relation to gender equity |
| All Staff | Responsible for:   * Adhering to policy * Attending regular training / awareness programs |

1. **Definitions**

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| Gender Equity | Gender equity is the process of being fair to women and men in decision making and the provision of resources and the addressing of imbalances. Gender equity recognises that within all communities, women and men have different benefits, access to power, resources and responsibilities. |
| Gender Equality | Gender equity leads to gender equality, where there are equal rights, responsibilities and opportunities for women and men. |

1. **Legislation and other references**
   1. **Legislation**

For further information related to this policy see:

* *Local Government Act 1989*
* *Equal Opportunity Act 2010 (Vic)*
* *Charter of Human Rights & Responsibilities Act 2006 (Vic)*
* *Australian Human Rights Commission Act 1986*
* *Workplace Gender Equity Act 2012* 
  1. **Documents**

This Policy is implemented in conjunction with the following documents:

* Enterprise Agreement (current version)
* Equal Opportunity and Workplace Behaviours Policy – OP003
* Family & Domestic Violence Policy – OP210
* Breastfeeding Policy – OP153
* Parental Leave Policy – OP140
* Training & Professional Development Policy – OP025
* Recruitment & Selection Policy – OP010
* Flexible Working Arrangements Policy – OP143
* Working From Home Policy – OP043
* Media Relations Policy – CP049
* Human Rights Policy – CP006
* Social Inclusion Policy – CP019
* Employee Code of Conduct
* Supplier Code of Conduct
* Cultural Diversity & Inclusion Strategy
* Human Resources Strategy
  1. **Risk Assessment Reference**

*Please tick the corporate risk(s) that this policy is addressing.*

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| **Risk Category** | **🗸** | **Risk Category** | **🗸** |
| Asset Management |  | Financial Sustainability |  |
| Committees |  | Human Resource Management |  |
| Compliance – Legal & Regulatory |  | Leadership & Organisational Culture | **🗸** |
| Contract Management |  | Occupational Health & Safety |  |
| Contract Tendering & Procurement |  | Organisational Risk Management |  |
| Corporate Governance |  | Project Management |  |
| Environmental Sustainability |  | Public Image and Reputation | **🗸** |