Gender Impact Assessments

A Gender Impact Assessment (GIA) is an assessment framework designed to help organisations think critically about how their policies, programs and services will meet the needs of women, men and gender diverse people. Defined entities under The Act are required to undertake a GIA when developing or reviewing any policy, program or service that has a direct and significant impact on the public.

Title	Subject	Description	Status	Confirm if actions taken	Describe actions taken	Confirm intersectionality	Explain intersectional lens applied
What is the title of the policy, program or service that was the subject of the GIA? *Please use one row for each GIA completed. When reporting on multiple actions taken, include this information in the relevant single cell.*	*Was the subject of the GIA a policy, program or service?* *For definitions of policies, programs and services, please refer to the guidance materials at Appendix A: Glossary of terms.* *Use the drop-down menu in the cell to select your answer.*	*Provide a description of the policy, program or service subject to the GIA.*	*Was the policy, program or service new, or up for review?* *Use the drop-down menu in the cell to select your answer.*	*Were actions taken to develop or vary the policy, program or service to meet the needs of people of different genders, address gender inequality and promote gender equality as a result of the GIA?* *Use the drop-down menu in the cell to indicate whether or not actions were taken as a result of the GIA.*	*Describe the actions taken to develop or vary the policy, program or service to meet the needs of people of different genders, address gender inequality and promote gender equality.* *When reporting on multiple actions taken, include this information in one cell. You can press alt+enter to include new lines.*	*Was it considered that gender inequality may be compounded by disadvantage or discrimination that people may experience on the basis of intersectionality?* *Use the drop-down menu in the cell to select your answer.*	*Explain how an intersectional lens was applied while completing the GIA.* *If this was not done, explain why this was not practicable.*
Responding to Family Violence Policy	Policy	This policy outlines the organisation's response to patients and clients that may be experiencing family violence.	New	No action taken	No changes identified through the GIA as gender equity already considered and built into the policy and implementation of MARAM.	Yes	Through critical questioning, reflection and analysis.

Title	Subject	Description	Status	Confirm if actions taken	Describe actions taken	Confirm intersectionality	Explain intersectional lens applied
External facing website	Service	The website is GV Health's primary internet platform used by the public to access information about services, contact information, recruitment information and the latest news from GV Health.	For Review	Yes	The new website will feature the LGBTIQA+ flag at the top, right of every page. On the homepage we have also added the LGBTIQA+ flag alongside a statement that says "GV Health is committed to embracing diversity and welcomes all people." Throughout the website we have endeavoured to use gender inclusive language and diverse images featuring people of a variety of genders, ethnic backgrounds, ages and abilities.	Yes	Through consultation with different community groups.
Bring your resume day	Program	An event to raise awareness within the community of career opportunities at GV Health and attract applicants to current and future vacancies.	New	Yes	Interpreters and language services available (limited number) Support with computer access available Resume and application support available Event held in accessible location	Yes	Through consultation with different community groups including Ethnic Council of Shepparton & District.
Maternity Services Upgrade	Service	This included service upgrades to the facilities, accommodation continuity of care and provision for future water birth and in vitro fertilisation (IVF) services.	For Review	No action taken	No changes identified through the GIA as gender equity already considered and built into plans.	Yes	Through consultation with different community groups including LGBTIQA+, Aboriginal Liaison and Ethnic Council of Shepparton & District.

Title	Subject	Description	Status	Confirm if actions taken	Describe actions taken	Confirm intersectionality	Explain intersectional lens applied
Seymour House of Hope	Service	The HOPE prgram provides support to consumers and their families who present suicidal ideation and/or behaviours to address the psychosocial stresses. Program is both clinical and lived experience.	New	No action taken	NA	Yes	Through effective consultation and partnering with external service providers and network groups. Additionally, all staff have received comprenehnsive training in the supporting consumers with an intersectional lens.
Specialist Women's Mental Health Service	Service	The Royal Commission into Victoria's Mental Health System (RCVMHS) and "The Right to Be Safe" report highlighted the sexual safety breaches, sexual assault and harassment in the mental health systems. In a partnership with Alfred Health, Ramsay Health Care and Goulburn Valley Health, this service will provide inclusive care for those who have experienced trauma and sexual abuse, women presenting with eating disorders and women experiencing perinatal mental health concerns.	New	No action taken	NA	Yes	The program provides flexibility through options for both Inpatient care and Hospital-at-Home, recognizing that the needs of women vary. This tailored approach ensures that each woman receives the specific care that best suits her individual requirements. This program exclusively caters to individuals who identify as female, thereby creating a barrier for those of other genders who are unable to access its services.

Strategies and measures

The below strategies and measures are from GV Health's 2021-2025 Gender Equality Action Plan (GEAP).

Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	1	2	3	4	5	6	7
List your organisation's strategies and measures. Include one strategy or measure per row. *These are the planned actions that you have outlined in your GEAP to promote gender equality in your workplace.*	*Assign each strategy or measure a status from the following list:* • ***'Complete'*** *indicates that all planned activities related to this strategy or measure have been finalised.* • ***'In progress'*** *indicates that the activities under this strategy or measure are progressing but not yet complete.* • ***'Ongoing'*** *indicates that the activities under this strategy or measure do not have an end-date and will be addressed on a continual basis.* • ***'Not started'*** *indicates that the planned activities related to this strategy or measure have not yet commenced, including those that are intended to commence in future years. This should include strategies or measures that have been delayed.* • ***'Void'*** *indicates that this strategy or measure appeared in your defined entity's GEAP, but has since been cancelled.*	*Describe your progress in implementing each strategy or measure in your GEAP.* *In particular, you need to explain:* • *Why you have selected that status from the drop-down menu; and* • *Whether the status indicates any delay or change from what was planned in your GEAP and if so, the reason for this change.*	*Evaluating the success of each of your strategies or measures may include:* • *tracking against pre-identified success markers. These markers may have been specified in your GEAP.* • *other evaluation markers that may not have been specified in your GEAP, such as participation levels, outcomes, or changes resulting from the strategy or measure,* • *other ways the strategy or measure has contributed to promoting gender equality in your defined entity.*	*If your GEAP included a timeline for action or implementation for your strategies and measures, include this timeline below.* *If you did not include a timeline in your GEAP, we highly recommend you do so in this progress report by including a timeline below.*	*Include the role or team responsible for implementing of each strategy or measure.*	*Identify one or more indicators for each strategy or measure that the action was designed to address.* *See the **Indicators key** to the right of this table for a description of each workplace gender equality indicator.*						

Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	1	2	3	4	5	6	7
Identify what is necessary to upgrade existing workforce systems to address gender and intersectional identity data categories and collection gaps.	Complete	Process of identifying required changes has been completed and decision made to replace eRecruit with SAP SuccessFactors. SAP SuccessFactors has full functionality to establish and record gender and intersectional identity data. Stage one of change process commenced in July 2023 with implementation expected to be completed by 31 January 2024.	Strategic decision taken to acquire and implement a 'Tier 1' HRIS that has full functionality in this context.	2022	People, Development and Safety	X						
Implement best practice data collection and reporting practices with existing systems to track promotions, internal secondments, higher duties and professional development.	In progress	SAP Success Factors being implemented from January 2024 and will be able to meet these requirements, except for professional development.	Transition to new HRIS is running to schedule and all indications show that this decision will greatly improve GV Health's data collection from 2024 onwards.	2022	People, Development and Safety	X						
Investigate ways to increase response rate to People Matter employee experience survey.	Complete	Feedback sought from the Gender Equality Working Group in 2022. A Communication Plan was developed to support the 2023 survey and additional devices made available for non-desk based staff.	2023 People Matter Survey response rate of 36% was maintained from 2022 - but did represent a positive increase in the actual number of staff completing (2022: 863; 2023: 940)	2022	People, Development and Safety	X						

Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	1	2	3	4	5	6	7
Conduct gender impact assessments (GIAs) with relevant program areas on policies, programs and services that have direct and significant impact on the public.	Complete	GIA procedure, template and guidance notes developed and implemented in June 2022. Launch communications developed to support the implementation on the dedicated Gender Equality Intranet pages.	Awareness of this requirement across the organisation has been less than optimal. Further education, awareness and support is required to mange this change in approach.	2022	All Directorates	X						
Establish a cross-functional gender equality working group to help implement the Gender Equality Action Plan.	Complete	Terms of Reference developed and Group commenced meeting in March 2022.	An evaluation was carried out in September 2023. Although feedback from the group was positive, a review will be undertaken in early 2024 to assess and plan future of the group.	2022	People, Development and Safety	X						
Seek interest in becoming gender equality champions to advocate and support gender equality initiatives and activities coming out of the Gender Equality Action Plan.	In progress	Members of the Gender Equality Working Group have been supporting with this so far. This will be reviewed during 2024.	Approach will be further considered within context of the review noted above for working group.	2022	People, Development and Safety	X						

Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	1	2	3	4	5	6	7
Access external resources to support internal delivery of training and information sessions to build awareness of gender equality and inclusion, including how gender intersects with other factors to produce inequity.	Ongoing	External trainer delivered training to Board and Executives in September 2022. A number of resources have been identified and included on the gender equality intranet pages for staff. These include the Women's Health Victoria free training course, inclusive language resources and GIA resources. These are regularly promoted through the Chief Executive's weekly internal communications to staff (Monday Message). Additionally, an information event was held in 2023 to coincide with International Womens Day to raise awareness and education about Gender Equality, and contextualising this for GV Health.	Formal evaluation of these activities has been limited and needs to evolve in 2024. Feedback on training undertaken by the Board and executives was positive.	2022	People, Development and Safety	X						
Include gender equality as a standing item on the Executive Committee Strategy, People & Planning agendas.	Complete	Gender Equality has been added to the reporting schedule and is regularly reported on throughout the year.	Feedback to date has indicated this change has been well received and helps keep gender equality front of mind for board and executives.	2022	Chief Executive and People, Development and Safety		X					
Report progress to the Board on gender equality.	Ongoing	Commencing from 2023, progress reports are scheduled on the Board agenda in quarter 3 each year.	Feedback to date has indicated this change has been well received and helps keep the Board and executives informed.	2022	Chief Executive and People, Development and Safety		X					

Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	1	2	3	4	5	6	7
Appoint a gender equality sponsor from within the Executive leadership team.	Complete	Karen Linford, Chief People Officer, is the executive sponsor.	This has been a stable appointment to date.	2022	Chief Executive and Executive Leadership team.		X					
Incorporate gender equality into strategies, plans, frameworks, policies and procedures as they are developed or reviewed.	In progress	This work has commenced with the Equity & Participation policy and the Workforce Management policy being updated. A Board Paper for discussion is currently in draft, to progress this item further. Key templates and procedures have been flagged for review over the next 12 months.	This has been limited to date. Further education and awareness support for managers and staff is required in order to more effectively disseminate this work and have greater impact.	2022	Executive Leadership team and People, Development and Safety		X					
Ensure use of gender neutral and inclusive language in all internal and external documents and communications.	Ongoing	Inclusive language resources have been shared across the organisation via the Monday Message and the Gender Equality intranet page. The Media & Communications team and the Executive team have been briefed on inclusive language and remain committed to adopting this standard.	Formal evaluation has not taken place, however feedback has been positive and led to further interest and inqueries for support.	2022	Executive Leadership team.		X					
Review existing workplace procedures (e.g., remuneration, recruitment and selection, promotion, etc) and practices, and amend, where necessary, to embed gender pay equity.	In progress	This action has commenced and will be completed in 2024.	Progress to date has been less than optimal. Further education, awareness and support on applying a gender lens is required in order to spread the load of these actions and achieve an ongoing change to approach.	2023	People, Development and Safety			X				

Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	1	2	3	4	5	6	7
Consider conducting gender pay gap audits annually	Not started	This action is scheduled to commence during 2024. This work will be enabled through the implementation of SAP SuccessFactors, GV Health's new HRIS and be targeted towards key identified roles, given our context is that enterprise agreements (EBAs) determine salary for the large portion of the workforce.	Unable to evaluate as action not commenced yet.	2024	Finance, Procurement and Technology, and People, Development and Safety.			X				
Report gender pay gap audit results to the Board and Executive leadership	Not started	This action is scheduled to commence during 2024. This work will be enabled through the implementation of SAP SuccessFactors, GV Health's new HRIS and targeted on identified roles that are not solely determined by EBAs.	Unable to evaluate as action not commenced yet.	2024	Finance, Procurement and Technology, and People, Development and Safety.			X				
Analyse gender breakdown for above banding salary increases.	In progress	A small sample group has been selected and a review has commenced, noting that EBAs often determine different salary bands across the workforce. Work to be completed in 2024.	Workforce pressures and constraints have impacted this work to date. A new approach to pay gap analysis work will be considered in 2024.	2023	Finance, Procurement and Technology, and People, Development and Safety.			X				
Analyse underlying causes of pay gaps (e.g., like-forlike gaps, by-level gaps, organisation-wide gaps).	Not started	This action was scheduled to commence during 2023, but will now occur during 2024. This work will be enabled through the implementation of SAP SuccessFactors.	Unable to evaluate as action not commenced yet.	2023	People, Development and Safety			X				
Work towards changes that will reduce the gender pay gap by 5% by 2025 for identified areas	Not started	This action was scheduled to commence during 2023, but will now occur during 2024. This work will be enabled through the implementation of SAP SuccessFactors.	Unable to evaluate as action not commenced yet.	2023	Executive Leadership team.			X				

Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	1	2	3	4	5	6	7
Agree approach for prioritising gender pay gaps and seek to identify available budget to address inequities, where these are present.	Not started	This action was scheduled to commence during 2023, but will now occur during 2024. This work will be enabled through the implementation of SAP SuccessFactors.	Unable to evaluate as action not commenced yet.	2023	Executive Leadership team.			X				
Actively and regularly communicate our zero tolerance for sexual harassment	In progress	Zero tolerance has been communicated via a number of messages, such as reminders about the GV Health Code of Conduct and promotion of the organisation's updated Respectful Workplace Behaviours procedure. A target campaign is being planned for early 2024.	Work in this area has been less than optimal to date and plans are underway for more intensive work on this action in 2024.	2023	People, Development and Safety				X			
Build employee awareness and knowledge of sexual harassment procedures, support and how to report complaints	In progress	This action has commenced via the promotion of the updated Respectful Workplace Behaviours procedure, however further education and awareness activities are being planned for 2024.	Work in this area has been less than optimal to date and plans are underway for more intensive work on this action in 2024.	2023	People, Development and Safety				X			
Consider introducing a peer support program to provide additional support to those who experience or witness harassment in the workplace	Void/cancelled	After internal consultation it was decided to focus on staff intranet to house clear and concise information on supports, referals and resources, instead of developing a peer support group. Current intranet page will be reviewed in 2024.	Not required.	2023	People, Development and Safety				X			
Review and update existing online sexual harassment training module	In progress	A review and benchmarking has commenced. Further work will continue into 2024.	Work has partially commenced, unable to evaluate at this point in time.	2023	People, Development and Safety				X			

Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	1	2	3	4	5	6	7
Engage an external expert organisation to deliver organisation-wide sexual harassment awareness, prevention and response training	Not started	This action was scheduled to commence during 2023, but will now occur during 2024.	Unable to evaluate as action not commenced yet.	2023	People, Development and Safety				X			
Review existing reporting process and address gaps to ensure a victim-centric approach to case management	In progress	A review and benchmarking has commenced. Further work will continue into 2024.	Work in this area has been slow to progress, however plans are currently underway for improvements in 2024.	2023	People, Development and Safety				X			
Report number of sexual harassment complaints in workforce metrics to the Executive Committee Strategy, People & Planning and People and Workforce Board Committee	Complete	Formal reporting is occuring quarterly. This reporting is included for both the relevant Executive and Board committees	This action has further improved keeping the board and executives informed.	2023	People, Development and Safety				X			

Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	1	2	3	4	5	6	7
Review existing recruitment, selection and promotion processes to ensure they are gender inclusive and actively support greater gender diversity outcomes (e.g. use gender neutral and inclusive language in job advertisements and position descriptions, genderbalanced interview panels	Not started	A comprehensive review of recruitment and selection procedures and practices is scheduled to occur during 2024.	Unable to evaluate as action not commenced yet.	2022	People, Development and Safety					X		
Increase targeted recruitment, including for identified positions, to ensure the diversity of the community is reflected in our workforce.	Ongoing	GV Health participated in the Ganbina Careers Night in May 2023, a local regional careers event to showcase opportunities for higher education, training and employment to Aboriginal and Torres Strait Islander Youths. The event is specifically targeted towards current Year 10, 11 and 12 students.	No formal evaluation took place, however general feedback was positive.	2024	People, Development and Safety					X		
Develop and implement recruitment and advancement strategies (e.g. role shadowing, executive sponsorship) to increase number of women in leadership roles	Void/cancelled	Ongoing workforce pressures have led to the decision to scale back actions under the Recruitment and Promotion indicator. Priority actions will now focus on 5.2.1, 5.2.2 and 5.2.1. Further actions will be considered in GV Health's next GEAP.	Not required.	2024	People, Development and Safety					X		

Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	1	2	3	4	5	6	7
Develop a process or procedure to ensure women are considered for leadership roles when succession planning	Void/cancelled	Ongoing workforce pressures have led to the decision to scale back actions under the Recruitment and Promotion indicator. Priority actions will now focus on 5.2.1, 5.2.2 and 5.2.1. Further actions will be considered in GV Health's next GEAP.	Not required.	2024	People, Development and Safety					X		
Set professional (leadership) development training participation targets for women	Void/cancelled	Ongoing workforce pressures have led to the decision to scale back actions under the Recruitment and Promotion indicator. Priority actions will now focus on 5.2.1, 5.2.2 and 5.2.1. Further actions will be considered in GV Health's next GEAP.	Not required.	2024	Chief Executive and Executive Leadership team.					X		
Consider developing and implementing a mentoring program to connect women with experienced leaders/role models to support their career development	Void/cancelled	Ongoing workforce pressures have led to the decision to scale back actions under the Recruitment and Promotion indicator. Priority actions will now focus on 5.2.1, 5.2.2 and 5.2.1. Further actions will be considered in GV Health's next GEAP.	Not required.	2024	People, Development and Safety					X		
Build awareness and understanding of conscious and unconscious bias across the workforce	Ongoing	External trainer engaged and regular online unconscious bias training commenced in 2023.	3 sessions were scheduled during 2023 with 27 participants attending from 1 January to 30 June 2023. Session evaluation to date has been positive.	2024	People, Development and Safety					X		

Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	1	2	3	4	5	6	7
Build recruitment and selection skills of managers so they can prevent and respond to non-inclusive behaviour and practices	Void/cancelled	After further consideration it was decided to start by reviewing the current recruitment and selection procedures and practices with a view to identify ways to actively build-in a more inclusive approach. Once updated, a launch program will be created to support the changes.	Not required.	2024	People, Development and Safety					X		
Develop a range of internal communications to promote and educate all employees about flexible work options, including providing best practice examples	Void/cancelled	After further consideration it was decided to consolidate this action with action 7.1.1 - Identify examples of gender equality within existing workforce and promote/communicate their stories and experiences. We will endeavour to include successful flexible work arrangement examples of all genders in this work.	Not required.	2023	People, Development and Safety and Communications & Media						X	
Provide managers with training and resources to assist them with supporting team members of all genders on flexible work arrangements and going on and returning from parental leave	Not started	This has beed delayed due to workforce challenges with the Gender Equality Program Lead role vacant for a number of weeks in early to mid 2023. This work will be carried over to 2024.	Unable to evaluate as action not commenced yet.	2023	People, Development and Safety						X	

Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	1	2	3	4	5	6	7
Promote 'return to work' resources and mechanisms to support all employees returning to work following extended leave (e.g., parental leave).	Not started	This has beed delayed due to workforce challenges with the Gender Equality Program Lead role vacant for a number of weeks in early to mid 2023. This work will be carried over to 2024.	Unable to evaluate as action not commenced yet.	2023	People, Development and Safety						X	
Review parental leave and carers leave procedures to ensure they are gender neutral and actively encourage all employees to use them.	Not started	This has beed delayed due to workforce challenges with the Gender Equality Program Lead role vacant for a number of weeks in early to mid 2023. This work will be carried over to 2024.	Unable to evaluate as action not commenced yet.	2023	People, Development and Safety						X	
Review family violence procedures and safety plans to ensure they reflect best practice, and provide appropriate response and support to employees experiencing family violence	Complete	The Family Violence Support for Employees procedure was updated in September 2022. Family Violence Contact Officers continue to be offered through the Employee Relations unit.	No formal evaluation has taken place, however note that positive collaboration has been established between Trauma Informed Services, Centre Against Sexual Assault and People Development and Safety.	2023	People, Development and Safety And Trauma Informed Services						X	

Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	1	2	3	4	5	6	7
Provide ongoing communication and education about family violence and build employee awareness about support and leave options available	Ongoing	During the reporting period GV Health has: -promoted its updated Family Violence Support for Employees procedure -introduced a Family Violence intranet page -coordinated and delivered the annual 16 Days of Activism event, led by the Trauma Informed Services unit, which incorporates an extensive internal and external awareness and education campaign -delivered Family Violence Training for Mangers during 2021, 2022 with further sessions planned for 2024 -taken an inclusive approach to MARAM Implementation	No formal evaluation has taken place to date. This will be given consideration in the review and development of the next GEAP.	2023	People, Development and Safety And Trauma Informed Services						X	
Identify examples of gender equality (e.g., employees in non-traditional gendered roles) within existing workforce and promote/communicate their stories and experiences	Not started	This action is scheduled to commence during 2024.	Unable to evaluate as action not commenced yet.	2024	People, Development and Safety and Media & Communications							X
Establish traineeships and/or hold career development sessions that promote and support non-traditional career pathways	In progress	GV Health's current Traineeship Program, which provides a pathway into Nursing and Allied Health, has had approval to expand from four positions to ten in 2024. GV Health also supports a Traineeship program for Year 12 students via the VETDSS program.	Both programs have seen growth over the past two years and are continually being reviewed and improved. Feedback from schools and from within the sector has been very favourable.	2024	Education Leads							X

Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	1	2	3	4	5	6	7
Actively and regularly communicate a zero tolerance for discrimination on basis of gender, gender identity, and intersectional identity	In progress	Zero tolerance has been communicated via a number of messages throughout the calendar year, such as reminders about the GV Health Code of Conduct and the updated Respectful Workplace Behaviours procedure. Further activities are being planned for 2024.	Employee Experience data indicates further education and awareness is required to help staff better understand discrimination.	2024	People, Development and Safety and Media & Communications							X
Review existing workplace procedures to ensure a consistent focus on gender sensitivity and safety, all use inclusive language and include a clause on inclusivity	In progress	This work has commenced as procedures come up for review and will continue into 2024.	Progress in this area has been slow, however activity to offer greater to suport to managers and staff in this area is planned for 2024.	2024	Executive Leadership team.							X
Conduct and/or participate in activities, such as events and campaigns, which raise awareness of intersectional communities and issues (e.g., Wear it Purple Day, LGBTQ Domestic Violence Awareness Day, International Day of People with Disability).	Ongoing	GV Health has participated in Wear it Purple Day, IDAHOBIT Day, Harmony week, National Sorry Day, International Women's Day and 16 Days of Activism and continues to on an annual basis.	Formal evaluation has not taken place, however internal feedback and community response has been encouraging.	2024	Executive Leadership team.							X

Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	1	2	3	4	5	6	7
Consult with employees about establishing a Pride Network and/or Ally Network to actively and visibly support LGBTIQ inclusion in the workplace (and work towards Rainbow Tick Accreditation)	Not started	This action is scheduled to commence during 2024.	Unable to evaluate as action not commenced yet.	2024	People, Development and Safety							X
Build awareness of and capability in the appropriate use of gender neutral and inclusive language in the workplace	In progress	Inclusive language resources have been shared across the organisation via the Monday Message and the Gender Equality intranet page. The Media & Communications team and the Executive team have been briefed on inclusive language and committed to adopting this standard.	Formal evaluation has not taken place, however feedback has only been positive and led to further interest and inqueries for support.	2024	People, Development and Safety and Media & Communications							X

Resourcing your GEAP

Recommended
You might consider some or all of the following, in addition to any other aspects you consider relevant: • *Who implements the strategies and measures in your GEAP? What role do they perform at what level in your defined entity?* • *How many staff members/FTE are allocated to implementing the strategies and measures?* • *Was enough resourcing allocated to successfully implement your strategies and measures? If not, how will this be addressed?*
Your Comments
GV Health has appointed a Gender Equality Program Lead at 0.3 EFT (Administrative Officer Grade 5 Victorian Public Health Sector Health and Allied Services, Managers & Administrative Workers Single Interest Enterprise Agreement) to oversee its action plan. This role focuses on supporting and educating staff and managers on conducting GIAs, working with relevant work areas required to coordinate and implement actions from the GEAP and various reporting. $20,000 has been allocated to implementing the GEAP, which is predominately being spent on training and education. Experience over the past two years has highlighted how embedding an organisational-wide committment to gender equality is a large piece of change-management work that requires significant change-management efforts, alongside of the GEAP actions. A limited budget and small EFT has constrained the progress of the GEAP which has been left vacant at times. The need to increase resourcing for the GEAP and Program Lead position was indicated to the board in 2023 and a business case will be progressed during 2024.

Workplace Gender Equality Indicators

The Victorian Gender Equality Act sets out seven workplace gender equality indicators. They represent the key areas where workplace gender inequality persists – and where progress towards gender equality must be demonstrated. Defined Entities must collect and report data against these indicators in their workplace gender audit. Defined entities are required to make reasonable and material progress in relation to the workplace gender equality indicators.

Indicator	Confirm if progress made	Progress description	a	b	c	d	e	f	g	Factors discussion
This column contains the seven workplace gender equality indicators. Complete the 'required' fields, and you are encouraged to complete the 'recommended' columns, to the right of each indicator.	*Indicate whether your organisation has made progress in relation to the workplace gender equality indicators.* *Use the drop-down menu in the cell to select 'yes' or 'no.'*	*Demonstrate your progress in relation to each workplace gender equality indicator.* *In this column, please explain why you believe changes in your data* **do** *or* **do not** *represent progress against each indicator.* *Refer explicitly to quantitative changes in the data between your previous workplace gender audit and your progress audit.* *If you wish, you may also make reference to any strategy or measure from your GEAP that supported, or was designed to support, progress against that indicator.*	*Indicate below whether or not one of these factors has affected your organisation's progress against each indicator. You are encouraged to reference these factors in your discussion in column L.* *a) The size of the defined entity, including the defined entity's number of employees.* *b) The nature and circumstances of the defined entity, including any barriers to making progress.* *c) Requirements that apply to the defined entity under any other Act, including an Act of the Commonwealth.* *d) The defined entity's resources.* *e) The defined entity's operational priorities and competing operational obligations.* *f) The practicability and cost to the defined entity of making progress.* *g) Genuine attempts made by the defined entity to make progress.*							*If you have selected 'yes' to any of the factors in the recommended columns to the left, you are encouraged to complete this column.* *This column allows you to discuss each factor that has affected your organisation's progress in relation to any of the workplace gender equality indicators.*

Indicator	Confirm if progress made	Progress description	a	b	c	d	e	f	g	Factors discussion
Gender composition of all levels of the workforce	No	Due to current data collection limitations, composition could only be analysed from an employment basis perspective. This will improve for the next cycle of reporting with SAP Success Factors being implemented in early 2024. The overall organisational gender composition has remained relatively unchanged from 2021. There was a minor increase in the percentage of men in the workforce, increasing from 13% to 16%, with women stable at 79%, and small decreases to non-binary and those who opted 'prefer not to say' *(source: 2023 People Matter Survey)* . At the most senior levels, women continue to occupy a considerable proportion of positions, for example at level-1 (one level from Chief Executive) women make up 57% of workers, which is within 2% of the previous data set from 2021. There have been some decreases in part time employment at this level, particularly for men, however we expect this may be due to some data inaccuracies back in 2021 with 2023 data now providing a more accurate baseline. For mid-level roles, the proportion of women to men remains high, however at level-2 the percentage of women has decreased from 68% to 60% and the proportion of men has increased from 32% to 40%. There was also a notable decrease at level-2 for women employed in the fulltime fixed-term category, dropping from 60% to 25%. The part time composition at the mid-level remained within the same range as the	No	No	No	yes	yes	No	No	Work within this indicator to date has focused heavily around system and data collection improvements, as well as general awareness and (limited) training. Support for change management work on adopting and embedding GIAs and applying an intersectional approach has been constrained to date due to the organisation facing major workforce pressures, particularly during the pandemic years and then followed by a major flood event in 2022. Ongoing staff resourcing continues to impact the workforce, including the Gender Equality support staff.

Indicator	Confirm if progress made	Progress description	a	b	c	d	e	f	g	Factors discussion
Gender composition of governing bodies	No	Due to current data collection limitations, analysis of the board composition was limited. There are nine directors on the Board. In 2021 the gender composition of the Board was 56% female, 44% male. In 2023 it was 44% female, 56% male. When there is a change in the composition of the Board by just one director, the gender ratio is impacted. Given the high proportion of women within our workforce, we do not consider a small decrease in the percentage of women on the board to be an indication of progress within this inidcator. We look forward to having intersectional data in the future so we can better understand the diversity composition of the Board.	No	No	No	No	No	No	No	
Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender	Yes	Due to current data collection limitations, composition could only be analysed from an employment basis perspective. Overall, the median total remuneration gender pay gap has seen a positive change - reducing from 15.6% in 2021 to 10.8%. This change can be attributed to the improved general awareness and education managed at GV Health over the last 24 months. The group with the biggest pay gap is (female) part time fixed term workers, which was at 36.7% in 2021 and now sits at 24%. It is acknowledged that the recent change in employment legislation regarding fixed term contracts and the limitations on how fixed term contracts can be used, will likely positively impact this group in the near future. More focused education and awareness work, along with actioning annual pay gap reviews will lead to futher improvements over the next reporting cycle.	No	yes	No	yes	yes	No	No	Progress on the actions for this indicator have been constrained due to workforce pressures during the pandemic, followed by floods across the region in 2022 and continuing staff shortages. Although some training has been delived to senior staff on the importance of addressing the gender pay gap, much work remains to be done in order to deliver improvements here.

Indicator	Confirm if progress made	Progress description	a	b	c	d	e	f	g	Factors discussion
Sexual harassment in the workplace	No	The number of formal sexual harassment complaints received by the People, Development & Safety Team in 2021 was zero and in 2023 it was one. The Employee Experience (People Matter Survey) data in 2021 indicated that 5% of survey respondants had experienced sexual harassment in the workplace. In 2023, 7% of respondants said they had experienced sexual harassment with 95% of these indicating they did not submit a formal complaint.The main reason for not making a formal complaint was cited as 'I didn't think it was serious enough' (57%). The most commonly cited perpetrator of sexual harassment was 'colleague' (49%). These metrics, although small, do not demonstrate the progress GV Health wishes to see in this area.	No	yes	No	yes	yes	No	No	Progress on the actions for this indicator have been limited due to workforce pressures during the pandemic, followed by floods across the region in 2022 and continuing staff shortages. Messaging regarding the organisation's zero tolerance is regularly communicated, however the data noted here highlights the pressing need to deliver more effective education and awareness regarding sexual harassment and the importance of reporting. This is a priority area in 2024.

Indicator	Confirm if progress made	Progress description	a	b	c	d	e	f	g	Factors discussion
Recruitment and promotion practices in the workplace	No	Due to current data collection limitations, analysis of this indicator was limited. Women accounted for 74% of all new recruits in the previous reporting period, and 71% in the 2023 reporting period. Across the various classification levels, women accounted for more than 50% of new hires at every level except for level-2, where women made up 39% of new hires. This was down from 67% in the previous hiring period. At level-1 however, new hires increased from 50% women in the previous reporting period to 67% women in 2023 reporting period. Without more comprehensive data, particularly concerning promotions and training, it is difficult to assess whether there has been progress against this indicator. With the implementation of HRIS Success Factors, and the enhanced reporting capability this will bring, more comprehensive data for this indicator will be provided in the next reporting period.								

Indicator	Confirm if progress made	Progress description	a	b	c	d	e	f	g	Factors discussion
Availability and utilisation of terms, conditions and practices relating to: **- family violence leave; and** **- flexible working arrangements; and** **- working arrangements supporting employees with family or caring responsibilities**	Yes	There has been an increase in the percentage of men utilising parental since the last reporting period. In 2021 the composition of parental leave takers was 10% men and 90% women. In 2023 the composition was 16% men and 83% women. Utilisation of carers leave from 2021 to 2023 has remained unchanged with women accounting for 85% of users and men making up just 15%. Utilisation of family violence leave has shifted from women making up 93% of users in 2021, to making up 100% of users in 2023. Due to limitations within the organisation's data set, insights into flexible working arrangements was limited. In regards to part time worker composition, in 2023 women remained over-represented across all levels, ranging from making up 71% to 90% of part time workers at each level (not including level-0). Employee Experience (People Matter Survey) data indicated an increase in the number of staff who have requested an adjustment to their role from 26% to 29%. The 2023 data showed an improvement from 66% to 73% in the number of staff who were satisfied with the outcome of their request. On the whole there have been small improvements to these metrics, however we would like to see more pronounced improvements in the next reporting cycle and expect the work planned for 2024 will support this.	No	No	No	yes	yes	No	No	Although there has been some progress here, we acknowledge the action taken under this indicator has been limited and we would like to see greater impact in the future.

Indicator	Confirm if progress made	Progress description	a	b	c	d	e	f	g	Factors discussion
Gendered segregation within the workplace	Yes	There have been a number of small movements within this indicator towards improving gender balance. Such roles include security officers, physiotherapists, operating theatre technicians and dental technicians. Actions pertaining to this specific indicator have not been scheduled to commence until 2024, therefore further improvements can be expected in the next reporting cycle.	no	no	no	no	no	no	no	