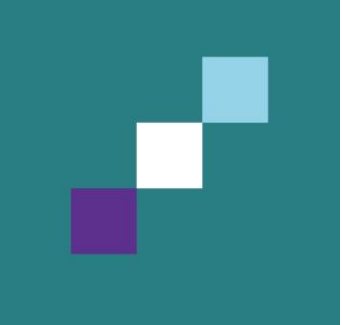




2026 Gender equality action plan compliance outcome report

Duty holder	Mansfield Shire Council
Obligation assessed	Preparation and submission of a gender equality action plan – sections 10, 11 and 12, <i>Gender Equality Act 2020</i> (Vic) (the Act), and regulation 5A, Gender Equality Regulations 2020 (the Regulations)
Submission assessed	Gender equality action plan submitted on 05 May 2026
Date of this report	1 October 2026

Compliance outcome for your 2026 gender equality action plan

Your gender equality action plan is compliant.

Assessed against the 11 criteria in **Table 1**, your plan meets the requirements of sections 10 and 11 of the Act and regulation 5A of the Regulations.

What we assessed

We assessed the gender equality action plan (GEAP) you submitted on 05 May 2026 against the 11 criteria in Table 1. Those criteria reflect the requirements of sections 10 and 11 of the Act and regulation 5A of the Regulations, as well as the information the Commissioner deems necessary to assess compliance with those requirements. The [GEAP guidance and assessment rubric](#) are published on our website.

Our assessment was based on the material in your submission. Where relevant, we also had regard to publicly available information about your organisation, including its size, functions and structure.

What you must do

Publish your gender equality action plan on your organisation's website and notify relevant stakeholders.

Section 12(3) of the Act requires you to publish your GEAP on your website within a reasonable time after submitting it, and to notify your governing body, your employees and employee representatives of that publication.

You may change the format or design of your GEAP for publication. If you do, it must contain all the required sections listed on the [GEAP checklist](#). You may correct any spelling or typographical errors, but **you must not otherwise change the wording, data or any other content you submitted to the Commissioner in the required sections**. You are encouraged to include the recommended sections of your gender equality action plan where you have completed them, but you are not required to.

What happens next

Your GEAP is recorded as final on the reporting platform.

Publication

We do not publish compliance outcome reports.

GEAPs are expected to be published on the Commission's Insights Portal in February 2027.

Findings

Table 1 sets out each criterion used to assess your GEAP and the outcome against it. Each criterion links to a detailed description of the requirement and guidance on how to meet it.

Table 2 sets out the outcome for criteria 8, 9 and 10 against each of the seven workplace gender equality indicators.

The requirements assessed in this report are set out in full in the [2026 gender equality action plan guidance](#) and the [GEAP assessment rubric](#). Webinars on [how to complete a GEAP and use the template](#) are also available on our website.

If you have any questions about this report, contact enquiries@genderequalitycommission.vic.gov.au.

Table 1: Assessment outcome against the criteria

Criterion	Outcome
Criterion 1: Attestation The head of organisation attests the GEAP and its resourcing.	Compliant
Criterion 2: Board consulted The duty holder consulted with the governing body.	Compliant
Criterion 3: Employees consulted The duty holder consulted with their employees.	Compliant
Criterion 4: Union consulted The duty holder consulted with their employee representatives, including relevant trade unions.	Compliant
Criterion 5: Consultation process The duty holder describes the consultation process.	Compliant
Criterion 6: Gender equality principles The duty holder considered the gender equality principles in developing their GEAP.	Compliant
Criterion 7: Gender pay equity principles The duty holder considered the gender pay equity principles in developing their GEAP.	Compliant
Criterion 8: Audit data The duty holder describes the results of the workplace gender audit against each indicator. This must include audit data from 2025, ideally using the performance measures as a minimum.	Compliant
Criterion 9: Strategies The duty holder includes strategies based on the audit, which promote gender equality in the workplace, against each indicator.	Compliant
Criterion 10: Measures The duty holder includes measures to assess progress towards the promotion of gender equality in the workplace against each indicator.	Compliant
Criterion 11: Resourcing The duty holder includes a resourcing plan to implement their GEAP.	Compliant

Table 2: Detailed assessment outcome on the workplace gender equality indicators

Indicator	Criterion 8 (audit data)	Criterion 9 (strategies)	Criterion 10 (measures)
Indicator 1: Gender composition of all levels of the workforce	Compliant	Compliant	Compliant
Indicator 2: Gender composition of governing bodies	Compliant	Compliant	Compliant
Indicator 3: Gender pay gap	Compliant	Compliant	Compliant
Indicator 4: Sexual harassment in the workplace	Compliant	Compliant	Compliant
Indicator 5: Recruitment and promotion practices in the workplace	Compliant	Compliant	Compliant
Indicator 6: Leave and flexible working arrangements	Compliant	Compliant	Compliant
Indicator 7: Gendered segregation within the workplace	Compliant	Compliant	Compliant

To find out more about what is required to demonstrate compliance for each of the criteria, please see [2026 gender equality action plan: understanding compliance feedback](#).