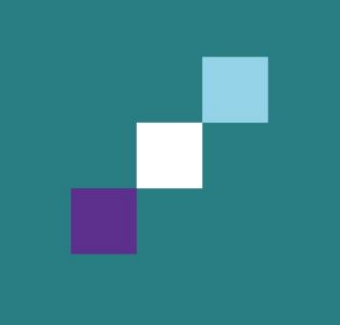




2026 Progress report compliance outcome report

Duty holder	Mansfield Shire Council
Obligation assessed	Preparation and submission of a progress report – sections 16 and 19, <i>Gender Equality Act 2020</i> (Vic) (the Act), and regulation 5C, Gender Equality Regulations 2020 (the Regulations)
Submission assessed	Progress report submitted on 22 Apr 2026
Date of this report	1 October 2026

Compliance outcome for your 2026 progress report

Your progress report does not demonstrate compliance with one or more requirements of the Act and/or the Regulations.

Your report did not include content to demonstrate compliance against 2 of the 6 criteria used to determine compliance in 2026. The criteria affected are identified in Table 1.

Note: This is not a compliance notice under section 22 of the Act.

What we assessed

We assessed the progress report you submitted on 22 Apr 2026 against the criteria in Table 1. Those criteria reflect the requirements of sections 16 and 19(3) of the Act and regulation 5C of the Regulations. Regulation 5C(1) requires a progress report to be in the format approved by the Commissioner, and the approved format sets out the information required to demonstrate compliance with those requirements. The [progress report guidance and assessment rubric](#) are published on our website.

In determining whether your organisation has made reasonable and material progress in relation to the indicators, the Commissioner has taken the [factors listed at section 16\(2\) of the Act](#) into account based on the information you provided in Section 2.2 of the progress report template. This includes the size and circumstances of your organisation. Where relevant, we also had regard to publicly available information about your organisation, including its functions and structure.

If circumstances relevant to these factors applied to your organisation, but were not included in your progress report, tell us. See “If you think we have made an error”, below.

What you must do

Publish your progress report on your organisation's website.

Section 20 of the Act requires you to publish your progress report on your website as soon as reasonably practicable after submitting it to the Commissioner.

You may change the format or design of your report for publication. If you do, it must contain all the required sections, including your reporting on gender impact assessments, progress against the indicators, and strategies and measures. 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 progress report where you have completed them, but you are not required to.

What happens next

Your progress report is recorded as final on the reporting platform.

Based on the information you provided in your progress report, **the Commissioner has decided not to pursue further compliance action at this time.**

However, the Commissioner expects these matters to be addressed in your next progress report. The feedback in this template and linked on the Commission's website are therefore intended to support you to address them in your future progress reports. Repeated failure to demonstrate compliance on the same matters is a factor the Commissioner weighs in deciding whether to take enforcement action.

Any enforcement action is guided by the Commissioner's [regulatory approach](#) and the [statement on 2026 compliance priorities and actions](#) issued in February 2026. Prioritising regulatory attention does not limit the Commissioner's functions or powers under the Act. For information visit [Compliance with the Gender Equality Act 2020](#).

The Act does not provide for amending or resubmitting a progress report after assessment. The Commissioner does not accept amended or resubmitted progress reports and will not reassess your 2026 progress report unless you believe we have made an error.

If there is information relevant to this assessment that was not included in your report, see "If you think we have made an error" below.

Publication

We do not publish compliance outcome reports.

We expect to publish progress reports on the Commission's Insights Portal in October 2026.

If you think we have made an error

You have an opportunity to respond to this report.

If you consider that this assessment contains a factual error, or that there are circumstances relevant to your report that we should be aware of, email enquiries@genderequalitycommission.vic.gov.au within 14 days of the date of this report. Tell us which criterion is affected and why. The Commissioner will consider the information you provide.

This is not a review or appeal right under the Act. A right of review arises only in certain circumstances in relation to formal compliance notices issued by the Commissioner under the Act.

The Commissioner will consider the information you provide and may amend the assessment outcome where an error is established. We will contact you if we need further information.

Findings

Table 1 sets out each criterion used to assess your report 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 3 and 4 against each of the workplace gender equality indicators (indicator).

Criterion 3 concerns whether your report included the required progress data for the indicator (section 19(3)(c) of the Act and regulation 5C(2) of the Regulations).

Criterion 4 concerns whether your organisation has made reasonable and material progress in relation to the indicator, taking into account the [factors in section 16\(2\)](#) of the Act.

The requirements assessed in this report are set out in full in the [2026 progress report guidance](#) and the [progress report assessment rubric](#). Webinars on [how to complete a progress report 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 outcomes against the criteria

Criterion	Outcome
Criterion 1: Attestation The head of organisation attests the accuracy of the progress report and confirms required gender impact assessments (GIAs) were undertaken (or explains why not).	Compliant
Criterion 2: GIAs For policies, programs, and services (with direct and significant impact on the public) subject to a GIA, the duty holder explains either : - how they were developed or varied in response to the GIA to: - meet the needs of people of different genders - promote gender equality, and/or - address gender inequality. OR adequately explains why no action was taken. OR has a permitted reason for not reporting on any GIAs.	Compliant
Criterion 3: Indicators – progress data* For each indicator, the duty holder includes progress data (column L). This must include audit data from 2023 and 2025, ideally using the performance measures as a minimum.	Compliance not demonstrated
Criterion 4: Indicators – progress explained* For each indicator, the duty holder has shown either : - Progress was made, demonstrated through measurable change and supporting justification. OR the data was stable over the relevant period and did not reveal any gender inequality issues. OR progress was not made, but the listed factors are used to justify why.	Compliance not demonstrated

Criterion	Outcome
<u>Criterion 5: Strategies listed against indicators</u> For strategies, the duty holder lists relevant strategies against each indicator (column S). Note: This was a new criterion in 2026. Because duty holders were not required to include a strategy for every indicator in their 2022 GEAPs, some duty holders could not meet compliance for criterion 5. As such, no duty holder was marked as 'compliance not demonstrated' on this criterion.	N/A
<u>Criterion 6: Incomplete strategies explained</u> For strategies, the duty holder (section 3.1): a. explains if and why any strategies weren't completed b. OR confirms that all strategies were completed.	Compliant
<u>Criterion 7: Resourcing</u> The duty holder adequately describes the resource allocation for the previous GEAP. If the resourcing was insufficient, the duty holder describes how this will be addressed in next GEAP.	Compliant

* See table 2 for further details.

Table 2: Assessment outcome by workplace gender equality indicator

Indicator	Criterion 3 (progress data)	Criterion 4 (progress explained)
Indicator 1: Gender composition of all levels of the workforce	Compliant	Compliant
Indicator 2: Gender composition of governing bodies	Compliant	Compliant
Indicator 3: Gender pay gap	Compliant	Compliant
Indicator 4: Sexual harassment in the workplace	Compliant	Compliance not demonstrated
Indicator 5: Recruitment and promotion practices in the workplace	Compliant	Compliant
Indicator 6: Leave and flexible working arrangements	Compliant	Compliant
Indicator 7: Gendered segregation within the workplace	Compliance not demonstrated	Compliance not demonstrated

An outcome of 'compliance not demonstrated' against criterion 4 means the Commissioner is not satisfied, on the information in your report, that your organisation made reasonable and material progress in relation to that indicator (section 16(1) of the Act).

What makes an assessment on the indicators compliant?

You must have:

- Provided enough data to explain why you have or have not made progress (Section 2.2, Columns L and/or M of the progress reporting template)
- Clearly described your progress or provided acceptable reasons for lack of progress in your data (Section 2.2, Columns O, Q R and/or S).

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