

Governance and Corporate Leadership

GL10 Women in Local Government



24 May 2017

This policy was adopted by Council to set governing principles in place that align the strategic direction of the organisation with Goal 5 – Effective Leadership and Governance

Objectives

The Shire of Augusta Margaret River aims to advance the representation of women in decision making roles as councillors, managers and emerging leaders within the organisation.

Policy

The Shire of Augusta Margaret River:

- acknowledges that in Local Government women are under represented both as elected members and as senior members of administrations and that their increased participation in both of these arenas should be encouraged;
- acknowledges that increasing the representation of women in leadership positions will help challenge and shift workplace cultures and provide women with a greater capacity to participate in the development and implementation of legislation, policies and services that affect their lives.
- ensures that no discrimination or impediment exists, and will take action to ensure that barriers to women's full participation in Local Government are removed; and
- agrees to create and support an environment in Local Government which is harassment-free and that encourages the expression of and respect for a wide range of views.

The Shire of Augusta Margaret River will:

- work towards a local government and community where women feel able to fully participate and share their skills, knowledge and experience;
- work towards a harassment-free, participative local government where opinions and differences are respected;
- develop a climate of understanding among Councillors, the CEO and senior staff of the need for greater participation of women in leadership roles and to enlist their support;
- provide support for women who choose to develop their leadership capacity through specific training and networking activities for women;
- provide flexible working arrangements that enable staff to balance their work and family responsibilities so that they may grow to their full potential without unfair barriers to advancement;
- Identify career growth plans for high performing and competent women employees to develop their leadership capacity, and
- adopt organisational employment targets that address under represented groups within the workforce including women.

Application

The application of this policy shall be the responsibility of the Council, Councillors, CEO and staff of the Shire. This policy is to be reviewed every three years.

Document and version control table		
Strategic outcome	Corporate Plan 2014-2018 Goal 5 – Effective Leadership and Governance	
Responsible Directorate	CEO	
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Contact officer	CEO EA	
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3.0	24/5/2017	Full review