

Gender Equality Action Plan **2026-2030**



Message from the CEO

“We are on a journey to become an organisation where gender equality is deeply embedded in everything we do. This transformation requires courage, consistency, and leadership at every level, and I am fully committed to driving this change. As we launch our 2026–2030 Gender Equality Action Plan, I reaffirm our unwavering commitment to building a workplace where every individual can thrive.

To achieve lasting impact, we must look deeper. We acknowledge there are still areas requiring significant strengthening, particularly in our senior leadership pipelines and the way we support diverse career pathways. True progress requires us to move beyond surface-level initiatives and confront the structural and systemic barriers that have and continue to disadvantage individuals, especially those with intersecting identities.

We are committed to an intersectional approach, understanding that a ‘one-size-fits-all’ approach is insufficient. The experiences of women and gender diverse individuals are shaped by the interplay of factors such as race, ethnicity, sexual orientation, disability, and socio-economic background. Our plan specifically targets these complex dynamics to ensure equity for all.

Gender equality is a collective responsibility. We are actively reviewing our systems through this critical lens, strengthening our culture, and ensuring that every person, in all their diversity, has equal opportunity to feel safe, valued, and able to succeed. By fostering a truly equitable and intersectional environment, we unlock the full potential of our greatest asset, our people.

I invite you to engage with this plan as we work together to build a more just, innovative, and inclusive future for our organisation. This is not just an aspiration; it is a responsibility we take seriously.”



Tennille Bradley
Chief Executive Officer

Acknowledgement of Country

Frankston City Council acknowledges the Bunurong people of the Kulin Nation as the Traditional Custodians of the lands and waters in and around Frankston City and value and recognise local Aboriginal and Torres Strait Islander cultures, heritage and connection to land as a proud part of a shared identity for Frankston City.

Council pays respect to Elders past and present and recognises their importance in maintaining knowledge, traditions and culture in our community.

Council also respectfully acknowledges the Bunurong Land Council as the Registered Aboriginal Party responsible for managing the Aboriginal cultural heritage of the land and waters where Frankston City Council is situated.



Building Gender Equality in Frankston City

This document is a summary of Frankston City Council's workplace Gender Equality Action Plan (2026–2030).

This Plan supports our Council and Wellbeing Plan, which aims to create a safe, inclusive, and thriving community for all people. Advancing gender equality is a key part to achieving these outcomes, helping to improve health and wellbeing, reduce inequality and prevent harm.

Together, these plans guide how Council creates a workplace and community where everyone feels safe, respected, and can participate fully in community life.

This document explains:

- Why gender equality matters in our community
- What Council is focusing on
- How this work supports safety, fairness, and opportunity for everyone

Why gender equality matters locally

- Gender inequality affects safety, wellbeing, access to work, leadership, and services. It can increase risks of violence, discrimination, and exclusion
- Gender equal workplaces and services deliver better outcomes for communities. When gender equality improves, communities are safer, healthier, and stronger

Our commitment and values

Our commitment

Council is committed to:

- Preventing sexual harassment and discrimination
- Creating fair access to jobs, leadership, and decision making
- Supporting safe, respectful workplaces and services
- Addressing inequality that affects people differently, depending on identity and life experience

This reflects Council's values of being Kinder, Smarter and Fairer.

What we mean by gender equality?

- Gender equality: People of all genders have the same rights, opportunities, respect, and the freedom to make their own choices about their lives
- Intersectional: Recognising that gender can combine with factors like race, ethnicity, disability, sexuality, age, caring roles, and social or economic circumstances (such as education or income) to shape different experiences



Our Focus

1. Safe, respectful workplaces and services

We are working to:

- Prevent sexual harassment, bullying, and discrimination
- Improve trust in reporting and responses
- Promote respectful behaviour and inclusive cultures

2. Fair access to jobs, leadership and opportunities

We are working to:

- Reduce gendered segregation in roles
- Improve fairness in recruitment and promotion
- Build inclusive leadership pathways

3. Pay equity and economic fairness

We are working to:

- Monitor and reduce gender pay gaps
- Improve transparency around pay, flexibility and leave
- Support informed conversations about entitlements

4. Flexible work and caring responsibilities

We are working to:

- Support flexible work at all levels, including leadership
- Promote shared care and parental responsibilities
- Reduce stigma around flexibility and leave

5. Inclusive decision making and services

We are working to:

- Consider gender impacts in policies, programs, and services
- Use community and workforce data to improve decisions
- Ensure actions reflect diverse lived experiences

6. Gender-balanced leadership and governance

We are working to:

- Support gender-balanced representation in Council, including the Councillor group
- Encourage diverse voices in leadership and decision-making roles
- Strengthen transparency and accountability in how leadership reflects our community



How we take action

How this work happens

- Training and awareness
- Policy and system reviews
- Leadership responsibility
- Community and staff engagement
- Data, monitoring and public reporting

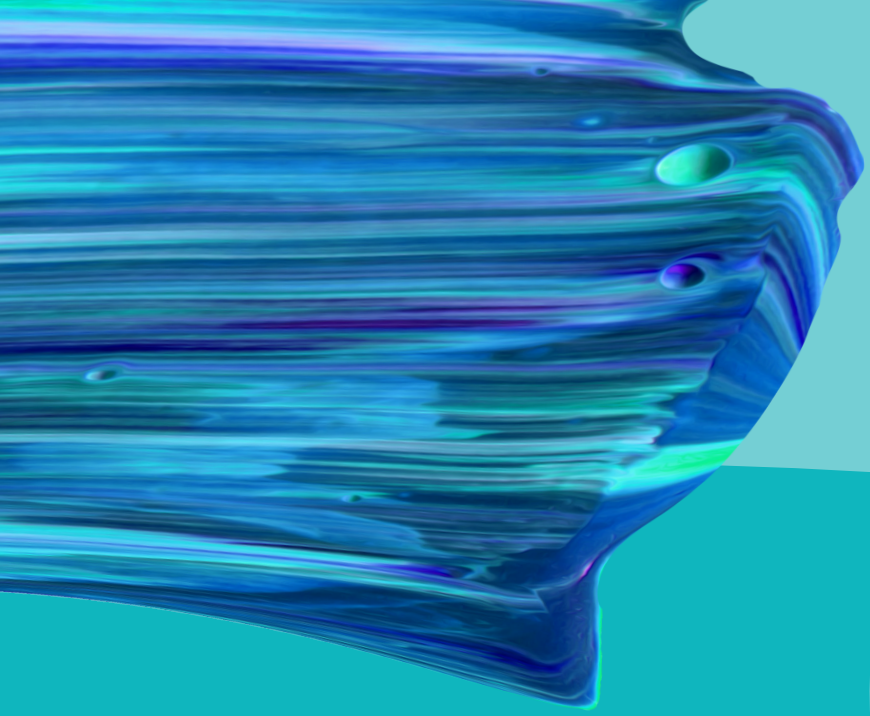
How we measure progress

- Tracking trends over time
- Monitoring safety, participation, and representation
- Reporting publicly on what's changing and what isn't

Transparency and reporting

Council commits to:

- Sharing progress updates on our website
- Publishing progress reports every two years
- Reviewing this plan every four years





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