

Gender Impact Assessments on WWSC Rate Recovery and Financial Hardship Policies
Gender Lens Checklist (source CoRE WHG)

WWSC Document Review	Pricing Policy
Project Status/Due	
CONSULTATION: Are both men and women, including those from diverse backgrounds, consulted during the planning process? Is there balance?	Community consultation through advertising on Council website and social media. Equally accessible to all genders.
DATA: Is data collected and broken down by gender, to identify gaps/differences and inform planning?	No gender details collected
BUDGET: Have you conducted a gendered assessment of the funding proposal/program budget to ensure funds will benefit people of all genders equitably?	Council communication is delivered in a non-gender specific way
SAFETY: Have the safety needs of women and men been incorporated into the planning process? (Examples - Car parking, Lighting, Time of day of services and activities)	There are no safety implications with this policy
ACCESS: Have barriers to participation for women been considered and procedures put in place to enable women to participate? (Examples: Child care available to all people regardless of gender identity, Time of day)	Communications are delivered without barriers to access
MESSAGING: Are 'gender equity' and 'prevention of violence against women' messages included in the program where appropriate?	Yes
GENDER BALANCE: Is there gender balance among program managers/participants/reference group?	Communication is addressed to the whole population
GENDER STEREOTYPES: Have program staff challenged assumptions and gender stereotypes associated with the program area? (Eg – who is bringing in catering/cleaning up/taking notes)	Not applicable
LANGUAGE: If needed, does the program include clear agreements about language and behaviour that is considered unacceptable? (Examples - sexism, discrimination or harassment)	Council communication only includes acceptable language
MARKETING: Do communications and marketing materials about the program depict diversity in terms of gender, cultural background, and ability; and challenge traditional stereotypes? (Examples: Are a diverse range of people represented in materials? Do images challenge traditional gender roles?)	No images or examples relevant are associated with this policy and the communications/marketing process.
MONITORING: Are there mechanisms in place to monitor gender balance and opportunities available to rectify this where needed?	No

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DATA COLLECTION: Is evaluation data collected in a way that enables it to be separated by sex, cultural background, age and ability?	No data is currently collected. When data is collected in future, it will be collected in this way.
ANALYSIS: Is data analysed as a total, as well as by sex, to highlight any differences that might be linked to gender? Where there are differences, is analysis undertaken to explore potential causes – cultural norms, physical barriers, unconscious expectations etc; so these can be addressed?	No data is currently collected and analysed. When data is collected in future, it will be collected and analysed in this way.
REPORTING: Are participation rates always separated by sex? Does the report demonstrate a commitment to achieving gender balance and equality, highlighting key findings from the gendered analysis?	No participation data is currently collected. When data is collected in future, it will be collected in this way.
RECOMMENDATIONS: Are recommendations/learnings included to ensure future projects/programs improve the way they achieve gender balance, equity and diversity?	Yes