



Policy Impact Assessment Tool

Asset Management Policy 2023

Ref: 13943

Strathbogie
SHIRE COUNCIL

Scope

This assessment tool is to be used when preparing any new Council Policy or amending/updating an existing policy. It also applies to any new or updated CEO Directive.

Why do we need an assessment tool?

The Charter of Human Rights and Responsibilities Act 2006 and the Gender Equity Act 2020 both require Council to consider the impacts on rights and responsibilities when making decisions, preparing or updating a new local law, when making changes to council services and when preparing/updating new policies and procedures. Council is also required to consider climate change mitigation and planning in its decisions under section 9 of the Local Government Act 2020. This same act also outlines strategic principles that must be considered when developing or updating policies and directives.

This tool is to guide you through how to complete such an assessment to ensure that Council is meeting its legislative obligations, as well as ensuring there is no unconscious bias or inadvertent adverse implications for peoples' rights when preparing policies and CEO Directives.

How do I use this tool?

You must use this tool whenever updating or preparing a new Council Policy or CEO Directive. This assessment will form part of the documentation provide to ELT and Council to inform their consideration of the proposed policy or directive.

All sections of the tool need to be completed – if there are no apparent implications, then please write something along the lines of '*It is considered there are no implications at the time of preparing this document.*' For the Local Government Act 2020 principles, you may include the text '*Not applicable*' if it is irrelevant to the policy or directive.

PART 1 CONSIDERATION OF PRINCIPLES OUTLINED BY THE LOCAL GOVERNMENT ACT 2020

Principle	Analysis
Governance and Strategic Principles (section 9)	
Council decisions are to be made and actions taken in accordance with the relevant law	<p>Application of the policy emphasises that all decisions made by the Strathbogie Shire Council and the actions it takes must align with the applicable laws and regulations.</p> <p>This ensures that the council operates within the legal framework while implementing the policy and carrying out its asset management activities.</p> <p>Adherence to the relevant laws guarantees transparency, accountability, and responsible governance, promoting unbiased and fair behaviour in all council activities. This commitment is aligned with the council's broader vision and goals outlined in the policy, emphasizing transparency, community engagement, sustainability, and high standards of asset management.</p>
Priority is to be given to achieving the best outcomes for the municipal community, including future generations	<p>The Asset Management policy's vision is tied directly to the Council vision, from fostering community creativity to connecting people and places, while considering climate change and involving the community in decisions.</p> <p>The policy's commitment to the entire asset lifecycle, adherence to recognized standards including Vic Govt, sustainability, continuous improvement, and clear accountability structures further reinforce the principle's resonance.</p> <p>Ultimately, this prioritisation underscores the council's dedication to responsible decision-making, ensuring that actions resonate positively with both the present and the well-being of future generations within the community.</p>
The economic, social and environmental sustainability of the municipal district, including mitigation and planning for climate change risks, is to be promoted	<p>The Asset Management policy underscores a commitment to consider climate change and uphold sustainability, both of which are integral to the well-being of the community.</p>

	<p>By focusing on the entire asset lifecycle, including planning, renewal, and disposal, the policy ensures that economic and environmental sustainability are factored into every decision, fostering long-term benefits for the community.</p> <p>The policy's alignment with recognized asset management standards and frameworks, as well as its commitment to empower staff and engage the community, provides the foundation for addressing climate change risks.</p> <p>Moreover, by embracing a continuous improvement review process and integrating risk management methodologies, the policy proactively positions the council to mitigate climate change risks and promote sustainability.</p>
The municipal community is to be engaged in strategic planning and strategic decision making	<p>The directive to engage the municipal community in strategic planning and decision-making aligns with the policy's core values and objectives.</p> <p>The policy's commitment to involve the community in decisions that affect them directly corresponds with the principle of engaging the municipal community in strategic planning and decision-making.</p> <p>By considering feedback, respecting service level expectations, and aligning strategies with the council's vision, the policy establishes a framework for meaningful community engagement.</p> <p>This engagement is further reinforced by the commitment to transparency, accountability, and continuous improvement, ensuring that the community's voice is heard throughout the asset management process.</p> <p>The policy promotes inclusiveness, responsible governance, and fostering a strong, united community.</p>
Innovation and continuous improvement is to be pursued	<p>The application of the AM Policy document demonstrates a commitment to ongoing enhancement through continuous review.</p> <p>It embraces continuous improvement by welcoming feedback from staff and the community, employing a continuous improvement review process, and utilizing Asset Management Maturity Audits to drive advancements.</p> <p>These will feed back into the modelling that drives decision making.</p> <p>Moreover, the council's dedication to change management, as evident in its approach to significant asset renewal projects and process changes, signifies a willingness to integrate new ideas. The emphasis on</p>

	<p>empowering staff with Asset Management awareness and competence fosters an environment conducive to innovation at all levels.</p> <p>Notably, the policy's forward-looking stance on sustainability, climate change, and environmental considerations reflects an openness to innovative solutions to emerging challenges. While the policy centres around asset management, its incorporation of these elements underscores the council's commitment to pursuing innovative and continuously improved practices.</p>
Collaboration with other Councils and Governments and statutory bodies is to be sought	In preparing this policy and developing our asset management intent a number of other councils' websites / policies were explored to identify opportunities that these councils had identified that would influence informed asset management decision making.
The ongoing financial viability of the Council is to be ensured	<p>The policy aligns with the ongoing financial viability of the council. Through its comprehensive approach to asset management, including the whole of life of assets and involving analysis of costs, service levels, and resources, the council sets a foundation for responsible financial planning. The commitment to developing Asset Management Strategies and procedures further enhances this alignment by enabling efficient resource allocation.</p> <p>By integrating risk management methodologies and promoting continuous improvement, the policy underscores a proactive stance toward mitigating financial setbacks and optimizing resource utilization.</p> <p>The oversight provided by the Asset Management Steering Committee Group further ensures that financial resources are utilised properly, reinforcing the council's commitment to sustaining its financial viability both in immediate operations and long-term endeavours.</p>
Regional, state and national plans and policies are to be taken into account in strategic planning and decision making	<p>AM policy closely aligns with the principle of considering regional, state, and national plans and policies in strategic planning and decision-making. Through its commitment to adhere to recognized industry standards such as AS ISO 55001:2014 and the Asset Management Accountability Framework (AMAF), the council ensures that its approaches resonate with broader regional, state, and national guidelines.</p>

	<p>This alignment is further exemplified by the integration of various council plans and policies, including the Strathbogie Shire Council Plan and the Climate Change Action Plan, reflecting a dedication to synchronize asset management strategies with overarching organizational objectives.</p> <p>By acknowledging relevant legislation, particularly the Local Government Act 2020, the council underscores its commitment to decision-making that respects regional, state, and national legislative frameworks. The policy's emphasis on sustainability, climate change mitigation, continuous improvement, and regular review showcases a proactive approach to maintaining alignment with evolving regional, state, and national priorities and plans.</p>
The transparency of Council decisions, actions and information is to be ensured	<p>The emphasis on ensuring transparency in Council decisions, actions, and information aligns with the policy's overarching objectives.</p> <p>The policy outlines a commitment to transparency as a fundamental aspect of good governance. By focusing on the entire asset lifecycle and adhering to recognized asset management standards, the policy establishes a framework for transparent decision-making.</p> <p>The council's dedication to involving the community in decisions that affect them and promoting accountability through defined roles and responsibilities further supports transparency.</p> <p>The continuous improvement review process and risk management methodologies ensure that transparency is not only achieved but also consistently upheld. By ensuring transparency in all aspects, the council upholds its responsibilities and reinforces the trust of the community, aligning with the policy's core principles of inclusiveness and accountability.</p>

Principle	Analysis
Community Engagement Principles (section 56)	
A community engagement process must have a clearly defined objective and scope	Not relevant – guided by Council Plans and Charters and the application of world class standards
Participants in community engagement must have access to objective, relevant and timely information to inform their participation	Not relevant – guided by Council Plans and Charters and the application of world class standards
Participants in community engagement must be representative of the persons and groups affected by the matter that is the subject of the community engagement	Not relevant – guided by Council Plans and Charters and the application of world class standards
Participants in community engagement are entitled to reasonable support to enable meaningful and informed engagement;	Not relevant – guided by Council Plans and Charters and the application of world class standards
Participants in community engagement are informed of the ways in which the community engagement process will influence Council decision making	Not relevant – guided by Council Plans and Charters and the application of world class standards
Public Transparency Principles (section 58)	
Council decision making processes must be transparent except when the Council is dealing with information that is confidential by virtue of this Act or any other Act	The application of the Asset Management System (AMS) for the gathering and storage of information and subsequent analysis of that data forms the basis of decision making. This ensures the ability to make all decision criteria transparent as applicable.
Council information must be publicly available unless— (i) the information is confidential by virtue of this Act or any other Act; or (ii) public availability of the information would be contrary to the public interest	This will be assessed once the system is implemented as to how and what information is available publicly. The Asset Management Plans that form the basis of our action plans would as now be available.
Council information must be understandable and accessible to members of the municipal community	The application of the AMS will ensure that information is clearly defined, cross-referenced and accessible for appropriate individuals.
Public awareness of the availability of Council information must be facilitated	This is augmented via the Council Website where plans, Policies and reports are readily available.

Principle	Analysis
Strategic Planning Principles (section 89)	
A Council must undertake the preparation of its Council Plan and other strategic plans in accordance with the strategic planning principles	Although outside the scope of this Policy, the preparation of the Council Plan is a critical building block for the Asset Management Policy.
An integrated approach to planning, monitoring and performance reporting is to be adopted	Clearly laid out in AS ISO55001 the planning, monitoring and reporting coupled with a feedback loop to facilitate improvements in service performance and continuous improvement in the process are core fundamentals.
Strategic planning must address the Community Vision	The Community Vision represents the starting point for Asset Management and throughout all strategic asset planning a clear line of sight back to the Community Vision is required to ensure asset management fulfils its purpose.
Strategic planning must take into account the resources needed for effective implementation	The Asset Management policy identifies that the inclusion of all resources in decision making is required to make balanced informed decisions. This includes finances, competent staff, tools and support systems.
Strategic planning must identify and address the risks to effective implementation	A clear Risk Management process exists within the Council and this will be applied as part of the asset management process to highlight the implications to decisions being made, especially where the question of resource balancing is involved, or new assets are being introduced. This is an integral part of AS ISO55001.
Strategic planning must provide for ongoing monitoring of progress and regular reviews to identify and address changing circumstances.	The policy's commitment to continuous improvement, exemplified through feedback solicitation from staff and the community, along with the utilization of Asset Management Maturity Audits for enhancement, underscores the essence of perpetual assessment and refinement. The emphasis on change management processes for significant projects and procedural modifications aligns with the notion of structured adjustments to address evolving requirements. The policy's adoption of risk management methodologies, management oversight, and integration with various council plans further underscores its dedication to continuous monitoring and

	adaptability. By anchoring itself to broader organizational objectives and actively engaging with potential shifts, the policy stands in alignment with the principle of proactively addressing changing circumstances through ongoing assessment and adjustment.
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Principle	Analysis
Financial Management Principles (section 101)	
revenue, expenses, assets, liabilities, investments and financial transactions must be managed in accordance with a Council's financial policies and strategic plans	<p>AM policy adheres to sound financial management principles. By committing to a comprehensive approach that spans the entire lifecycle of assets, from planning to disposal, and by diligently analysing costs, service levels, and available resources, the council demonstrates a strategic financial outlook.</p> <p>The creation and maintenance of Asset Management Strategies and procedures directly integrate financial management with broader organizational objectives.</p> <p>The application of risk management methodologies safeguards against potential financial risks and aligns with prudent financial planning.</p> <p>Further alignment is evident in the policy's emphasis on sustainability, climate change adaptation, continuous improvement, and its integration with various council plans, all of which contribute to the judicious allocation of financial resources in accordance with overarching financial policies and strategic plans.</p>
<p>Financial risks must be monitored and managed prudently having regard to economic circumstances</p> <p>For the purposes of the financial management principles, financial risk includes any risk relating to the following—</p> <ul style="list-style-type: none"> (a) the financial viability of the Council (b) the management of current and future liabilities of the Council (c) the beneficial enterprises of the Council 	<p>Asset Management as defined by this policy will include sound financial accounting principles plus the requirements stated in the Asset Management Accountability Framework issued by the Victoria Government Treasury and Finance.</p> <p>Therefore budgeting, compliance to risk analysis and return on investment principles will be core to the process.</p> <p>The Asset Lifecycle Costing model ensures that financial viability is not placed at risk in the future by current activities and ensures all</p>

	decisions made provide benefits to achieving the Councils current and long-term goals and objectives.
Financial policies and strategic plans, including the Revenue and Rating Plan, must seek to provide stability and predictability in the financial impact on the municipal community	A strong Asset Management System, constantly challenged, and rigorously applied will ensure predictability for asset management now and into the future. Predicting future funding requirements as a result of current decisions, modifying activities to remove unknowns, while provide the Council a roadmap for future financial demand.
Accounts and records that explain the financial operations and financial position of the Council must be kept	A strong Asset Management System tied to Council's finance system will provide this security.
Service Performance Principles (section 106)	
Services should be provided in an equitable manner and be responsive to the diverse needs of the municipal community	All decisions, encompassing service level commitments, will include recognition of all needs within the Community as recognised and targeted by the Council Plans. As this plan is regularly reviewed, so to will be the modelling for Asset Management decisions.
Services should be accessible to the members of the municipal community for whom the services are intended	Again, this will be reflected in the Council Plans and reinforced in the Asset Management modelling which will be continuously reviewed and challenged to ensure goals are met.
Quality and costs standards for services set by the Council should provide good value to the municipal community	Again, this will be reflected in the Council Plans and reinforced in the Asset Management modelling which will be continuously reviewed and challenged to ensure goals are met. In addition, the Asset Management Policy reflects a commitment to a continually challenged return on the investment being made as laid out in AS ISO55001.
A Council should seek to continuously improve service delivery to the municipal community in response to performance monitoring	Feedback, inspections, monitoring, continuous review, Steering Committee audits and other tools will be applied to ensure an evolving application of the Asset Management Policy.
Service delivery must include a fair and effective process for considering and responding to complaints about service provision	The current CRM process is in place to capture these issues and the development of root cause analysis to identify complaints and concerns will be developed to ensure an understanding of the true issues and the actions that need to be taken for remediation.

PART 2 - CONSIDERATION OF CHARTER OF HUMAN RIGHTS AND RESPONSIBILITIES ACT 2006 IMPACTS

Council can limit human rights when those limitations can be justified. This means that Council can continue to make decisions on behalf of the community about how best to balance rights, ensure community safety, and use limited funding for competing public interest challenges.

Are there any human rights implications arising from this policy or directive in relation to the 20 substantive rights? Note: some rights have been excluded that do not apply to local government (eg deprivation of liberty)	Analysis
Recognition and equality before the law (section 8)	The proposed policy will help ensure an equitable and transparent process for all asset management decisions based on equitably applied principles.
Right to life (section 9)	It is considered there are no implications at the time of preparing this document.
Protection from torture and cruel, inhuman or degrading treatment (section 10)	It is considered there are no implications at the time of preparing this document.
Freedom from forced work (section 11)	It is considered there are no implications at the time of preparing this document.
Freedom of movement (section 12)	The proposed policy enforces the right of all individuals to move around the Shire on safe, serviceable assets
Privacy and reputation (section 13)	It is considered there are no implications at the time of preparing this document.
Freedom of thought, conscience, religion and belief (section 14)	It is considered there are no implications at the time of preparing this document.

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Freedom of expression (section 15)	The Policy will not impact on the ability of all Shire residents to express an opinion or provide feedback to be considered in asset management decision making.
Peaceful assembly and freedom of association (section 16)	It is considered there are no implications at the time of preparing this document.
Protection of families and children (section 17)	This policy is driven by the Council vision providing a safe, secure environment for all individuals who reside or visit the Shire.
Right to take part in public life (section 18)	It is considered there are no implications at the time of preparing this document.
Cultural rights (section 19)	It is considered there are no implications at the time of preparing this document.
Property rights (section 20)	It is considered there are no implications at the time of preparing this document.
Liberty and security of person (section 21)	This policy is driven by the Council vision providing a safe, secure environment for all individuals who reside or visit the Shire.
Fair hearing (section 24)	The Policy will not impact on the ability of all Shire residents to express an opinion or provide feedback to be considered in asset management decision making.
Are there any human rights implications arising from this policy or directive in relation to the 20 substantive rights? Note: some rights have been excluded that do not apply to local government (eg deprivation of liberty)	Analysis
Rights in criminal proceedings (section 25)	No
Overall, does the policy, local law or decision raise human rights issues?	No
Overall, does the policy, local law or directive restrict or interfere with the scope of the human right/s identified?	No, the policy will be implemented fairly and equitably with no impact on human rights.

If yes, are the limitations or restrictions reasonably and demonstrably justified under Section 7 of the Human Rights Charter?	
Are there any less restrictive means reasonably available to achieve the purpose that the limitation seeks to achieve?	Not applicable

PART 3 – GENDER EQUITY IMPACT ASSESSMENT

Gender impact assessments (GIAs) are designed to help organisations think critically about how policies, programs and services will meet the different needs of women, men and gender diverse people. The purpose GIAs is to create better and fairer outcomes, and make sure all people have equal access to opportunities and resources.

Your gender can affect your needs and experiences. This means that policies, programs and services can affect people of different genders in different ways. If we don't think about how their work affects different people, they might unintentionally reinforce inequalities.

A gender impact assessment must:

- assess the effects that the policy, program or service may have on people of different genders
- explain how the policy, program or service will be changed to better support Victorians of all genders and promote gender equality
- where practical, apply an intersectional approach to consider how gender inequality can be compounded by disadvantage or discrimination that a person may experience on the basis of other factors such as age, disability or ethnicity.

Step 1 – Defining the issues and challenge your assumptions	Analysis
What is the issue the policy or directive is aiming to address (think about why it is needed)?	Asset Management decision making, what works will be completed, when and how.
Are the people who are targeted and impacted by the policy or directive included in the decision-making?	Yes, community feedback is a core component of the applied approach

Do you think that people of different genders access this policy or directive at the same rate?	There is no restriction on accessing the policy or providing input. Application will reflect perceived concerns and will not be impacted by gender.
Do the different social roles and responsibilities that people take on affect the way people access and use this policy or directive?	The priorities and focus of individuals will impact why this policy is interrogated, but as a standard approach all people will access it in the same way.
Do you think that everyone who accesses this policy or directive has the same needs from it?	Yes, the approach Council takes to make it's Asset Management decisions and why certain decisions are made.
Do the different social roles and responsibilities that people take on affect the way people access and use this policy or directive?	No, as per above the policy will be accessible to all in the same way.
What additional needs might there be for people with disabilities, or from different cultural identities, ages, gender identities, sexual orientations or religions?	In terms of the policy no additional requirements will be required to access the policy, although the differing group's needs will be part of the resultant decision-making process.
Step 2 – Understanding the policy context	Analysis
What information is available to understand who is likely to be affected by the policy or directive?	Yes, Council Plans & Charters
Do you already have this information?	Yes
How will you find the further information you need? Think about internal data, research, consultation.	Review updates
What did the research and evidence tell you? List key points and references/evidence	Council Vision & Plans <ul style="list-style-type: none"> • A clearly defined structure is required. • An all-encompassing decision-making process that demonstrates transparency and equity.
Have you consulted with affected stakeholders on this aspect? State if it was formal or informal consultation. What were the key issues/outcomes/views?	Yes – Asset Steering Committee (representing all groups) Very positive response which was overdue to demonstrate decisions being made with full consideration of the whole asset lifecycle.

What information is available to understand the lived experiences of the diverse groups who will be affected?	Council Plans & Charters
Do you already have this information?	Yes
How will you find the further information you need? Think about internal data, research, consultation.	Review updates
What did the research and evidence tell you? List key points and references/evidence	Council Vision & Plans <ul style="list-style-type: none"> • A clearly defined structure is required. • An all-encompassing decision-making process that demonstrates transparency and equity.
Have you consulted with affected stakeholders on this aspect? State if it was formal or informal consultation. What were the key issues/outcomes/views?	Yes – Asset Steering Committee (representing all groups) Very positive response which was overdue to demonstrate decisions being made with full consideration of the whole asset lifecycle.

Step 2 – Understanding the policy context	Analysis
How is this policy or directive likely to have different impacts for different people?	Fair and equitable approach to Asset Upgrades / Renewals
Do you already have this information?	Yes
How will you find the further information you need? Think about internal data, research, consultation.	CRM Feedback, focus groups, internal teams
What did the research and evidence tell you? List key points and references/evidence	Council Vision & Plans <ul style="list-style-type: none"> • A clearly defined structure is required. An all-encompassing decision-making process that demonstrates transparency and equity.
Have you consulted with affected stakeholders on this aspect?	Yes – Asset Steering Committee (representing all groups)

State if it was formal or informal consultation. What were the key issues/outcomes/views?	Very positive response which was overdue to demonstrate decisions being made with full consideration of the whole asset lifecycle.
Step 3 – Options analysis	Analysis
<p>What are the policy options?</p> <p>For each option describe the proposed policy solution.</p> <p>Provide a brief description of the proposed strategies, activities or service design elements and how they will meet the needs and create benefit for the target audience.</p>	<p>We will achieve this by focusing on the whole Asset Lifecycle, from long term planning, renewal, operation, maintenance, life extension works thru to disposal, analysing cost, service levels and available resources.</p> <p>In this way we will ensure our decision-making outcomes are built on a sound analytical base of asset knowledge.</p> <p>Community Focus:</p> <p>In line with our vision, we will manage our assets with consideration of the Community, respecting feedback and establishing and delivering to service level expectations.</p> <p>Setting a Standard:</p> <p>To ensure the highest standard of our Asset Management process, we will align ourselves to AS ISO 55001:2014 Asset Management – Management System.</p> <p>In addition, we will satisfy the requirements included in the Asset Management Accountability Framework (AMAF) as issued by the Department of Treasury and Finance (Vic Gov)</p> <p>Empowering People:</p> <p>We will develop Asset Management awareness with all our staff ensuring everyone has the appropriate level of Asset Management competence, understanding and resources to meet their responsibilities.</p> <p>Sustainability and Climate Change:</p> <p>As leaders in Climate Change action the Council is committed through the Climate Change Action Plan to the application of principles including promoting environmental, social and economic sustainability,</p>

	<p>mitigating and planning for climate change risks / events, achieving the best outcomes for our community, including future generations.</p> <p>Management Oversight:</p> <p>The Asset Management Steering Group, represented by all Council Management, will provide oversight of the Asset Management process, systems, and information quality.</p> <p>Asset Management Maturity Audits will provide this group ongoing assessments of the completeness, efficiency, and effectiveness of our success.</p> <p>Risk Management:</p> <p>The Asset Management system will apply Risk Management methodologies, in line with the Council approach, to ensure the safety and continuity of the Asset Management processes, behaviours, Information and the Assets themselves, applying mitigation and or intervention as required.</p> <p>Continuous Improvement:</p> <p>Council welcomes feedback from all staff and the community on the performance of our assets, processes or information quality and will adopt a continuous improvement review process to capture and assess opportunities.</p> <p>The Asset Management Maturity Audits will also be used to drive improvements.</p> <p>Change Management:</p> <p>A change management process will be applied, as appropriate, to all significant Asset Renewal Projects, as well as any significant changes to processes, procedures, or the Asset Management Information system.</p> <p>Asset Management System (AMS):</p>
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	<p>Our Asset Management System (AMS) will be subject to continuous review to ensure Information is complete and stored in secure medium, available to all forms of interrogation.</p> <p>Adding, updating or inquiry on data can be completed where and when required. Applications applied to data promote sound, modern processes that support Quality outcomes and improve employee performance thru a positive user experience.</p> <p>Through this comprehensive approach all parties will be recognised and heard along with all factors that impact Council successfully achieving its goals.</p>
What are the potential policy options and what gendered impact might they have?	Per above – Better Service levels overall will be achieve equitably for all groups
<p>What are the gendered costs and risks?</p> <ul style="list-style-type: none"> Who is likely to be negatively impacted by this? How are the most vulnerable groups likely to be impacted? Will this reduce a certain group's access to economic resources or opportunities? If so, are they already disadvantaged? Does it reinforce harmful gender stereotypes, for example, further promoting men in a male dominated industry? 	<p>No-one should be negatively affected by this policy except through normal prioritisation although if unfairly impacted the drivers to the decisions may be reviewed.</p> <p>I do not believe any one group will be restricted and our analysis through application of the policy will highlight if this occurs.</p> <p>Should any one group be already restricted through stereo type decision making this situation will be improved by the application of the policy where bias and prejudice are removed.</p>

Step 3 – Options analysis	Analysis
<p>What are the gendered benefits?</p> <ul style="list-style-type: none"> Will some people benefit more because they have greater access, or does this policy, program or service do everything it can to ensure resources are distributed and used equally? 	<p>The policy will not restrict any party from contributing more than any other as decisions will be made based on facts. Personal bias, relationships or vested interest will not be accepted in the process.</p>

<ul style="list-style-type: none"> Will it contribute to transforming gender norms in a positive way? Eg will it contribute to a more balanced distribution of unpaid care labour and family responsibilities between women and men? Will it make women and children safer in public or private spaces? 	<p>The decisions made should balance these areas of concern in line with Council plan initiatives, the core of the policy.</p> <p>This is a Council Plan initiative and will be part of the prioritisation model.</p>
Will some people benefit more because they have greater access, or does this policy, program or service do everything it can to make sure resources are distributed and used equally?	No specific bias will be allowing into the decision-making process which should benefit all groups equally
Will it contribute to transforming gender norms in a positive way?	Once the policy is applied this goal will be recognised in making decisions e.g. equal provision for women's sports as men.
Does your policy, program or service potentially have negative unintended consequences for certain groups of people?	No, all parties will be considered equally in application of the policy.
Overall, do the benefits outweigh the costs or vice versa?	Yes, our goal is to balance decision making to improve effectiveness and the impact on service delivery for the Shire as a whole.
Step 4 Recommendations	
Provide the rationale for the proposed recommendation and include any mitigation strategies that could be used to avoid any harmful unintended outcome.	Require a structured approach to ensure service levels are meet and benefits from resource investment is maximised. This will highlight areas of concern and the model can be modified accordingly.
<p>Include here the rationale for your recommendation as well as any mitigation strategies needed. In line with the Gender Equality Act, explain:</p> <ul style="list-style-type: none"> how your recommendation meets the needs of persons of different genders how it addresses gender inequality how it promotes gender equality. 	<p>World class standard approach which enables modelling for Asset decisions based on goals, facts and feedback.</p> <p>This modelling will be "live" and constantly evolving as concerns understanding and opportunities become clearer.</p> <p>As such concerns over gender equality will be built into the model and modified as applicable where it is recognised adjustment is required.</p> <p>The Asset Management Steering committee representing all areas of the Council will be in place to ensure such adjustments to modelling occur as concerns are recognised or goals set.</p>

Handy Hints

The above questions have been derived from the Gender impact assessment toolkit produced by the Commission for Gender Equality in the public sector. To access the gender equity impact assessment toolkit for more information, please use this link [Gender impact assessment toolkit | Commission for Gender Equality in the Public Sector \(genderequalitycommission.vic.gov.au\)](https://genderequalitycommission.vic.gov.au/gender-impact-assessment-toolkit).

For Open Source gender data and research, please use the following resource – the final page is where you will find links to data and resources.

[DPC 2011 CGEPS GIA-Templates & Resources FA-Web 0.pdf](#)

For Step 3 the following will assist in identifying whether an impact is a cost or a benefit for gender equity:

Negative or neutral gender impact

- Perpetuates gender inequality by reinforcing unbalanced norms, roles and relations.
- Privileges men over women and gender diverse people (or vice versa).
- Ignores differences in opportunities and resource allocation for people of different genders.
- Does not take into account issues of intersectionality.

Positive gender impact

- Considers gender norms, roles and relations for people of different genders and how they affect access to and control over resources.
- Promotes the elimination of existing gender gaps, or at least a significant reduction of them.
- Addresses the causes of gender-based health inequities, including the prevention of violence against women, girls and gender diverse people.
- Includes ways to transform harmful gender norms, roles and relations.

CLIMATE CHANGE ADAPTATION/MITIGATION AND SUSTAINABILITY CONSIDERATIONS

The Local Government Act 2020 requires council to consider climate change mitigation and adaptation measures in all its key decision making, which includes policy development.

Council has finalised its Climate Change Action Plan after declaring a Climate Emergency in 2021. This Action Plan has 5 key actions areas:

- Protecting our natural environment
- Reducing our emissions

Policy Impact Assessment for (Asset Management Policy). Document ID#13943

- Our climate resilient community
- Moving sustainability: transport
- Advocating for change

Strathbogie Shire Council Climate Change Action Plan 2022 – 2027 [Climate Action - Strathbogie Shire](#)

Our Climate Resilient Community	Comment
Increasing heat	It is considered there are no notable implications at the time of preparing this document.
Changing rainfall patterns, drought conditions, and extreme meteorological conditions	It is considered there are no notable implications at the time of preparing this document.
Increased bushfire conditions and declining volunteer numbers	It is considered there are no notable implications at the time of preparing this document.
Increased social impacts	It is considered there are no notable implications at the time of preparing this document.
Reducing our emissions	Comment
Net Zero by 2025	It is considered there are no notable implications at the time of preparing this document.
Energy Efficiency	It is considered there are no notable implications at the time of preparing this document.
Energy Storage	It is considered there are no notable implications at the time of preparing this document.
Renewable Energy	It is considered there are no notable implications at the time of preparing this document.
Community Renewable Energy	It is considered there are no notable implications at the time of preparing this document.
Conserving valuable potable water	It is considered there are no notable implications at the time of preparing this document.

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Stormwater management	It is considered there are no notable implications at the time of preparing this document.
Adaptive and recycled water resources	It is considered there are no notable implications at the time of preparing this document.
Keeping our shire green, cool and resilient	It is considered there are no notable implications at the time of preparing this document.
Advocating for Change	Comment
Are we increasing resilience?	It is considered there are no notable implications at the time of preparing this document.
What is the impact?	It is considered there are no notable implications at the time of preparing this document.
Economic benefits	It is considered there are no notable implications at the time of preparing this document.
Protecting our natural environment	Comment
Deforestation	It is considered there are no notable implications at the time of preparing this document.
Rural green infrastructure	It is considered there are no notable implications at the time of preparing this document.
Increasing our urban canopy	It is considered there are no notable implications at the time of preparing this document.
Rural roadsides	It is considered there are no notable implications at the time of preparing this document.
Rivers & Wetlands	It is considered there are no notable implications at the time of preparing this document.
Benefitting from our native forests	It is considered there are no notable implications at the time of preparing this document.
Moving sustainably: Transport	Comment

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Security of fuel supply	It is considered there are no notable implications at the time of preparing this document.
Transition to new fuel economy	It is considered there are no notable implications at the time of preparing this document.
Enabling access to the outdoors	It is considered there are no notable implications at the time of preparing this document.
Alternative fuel sources	It is considered there are no notable implications at the time of preparing this document.