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| 2026 GEAP assessment rubric guide |
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# Background

The Public Sector Gender Equality Commissioner will use this rubric to assess 2026 gender equality action plans (GEAP).

There are two types of assessment. The first is the assessment criteria that determine compliance. The second is a set of additional assessment standards. These capture components that do not automatically determine compliance. The Commissioner may choose to follow up with a duty holder who has not met the additional standards.

The [2026 gender equality action plan (GEAP) guidance and template](https://www.genderequalitycommission.vic.gov.au/gender-equality-action-plan-guidance-2026) tell duty holders how to meet these criteria.

# 2026 GEAP assessment criteria

These standards must be met to achieve compliance.

Table 1: GEAP assessment criteria

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| Criterion | Template location | Outcome |
| **Criterion 1: Attestation**The head of organisation attests the GEAP and its resourcing.  | Cover page | If Y = CIf N = NC |
| **Criterion 2: Board consulted** The duty holder consulted with the governing body. | Section 4 | If Y = CIf N = NC |
| **Criterion 3: Employees consulted**The duty holder consulted with their employees. | Section 4 | If Y = CIf N = NC |
| **Criterion 4: Union consulted**The duty holder consulted with their employee representatives, including relevant trade unions. | Section 4 | If Y = CIf N = NC |
| **Criterion 5: Consultation process**The duty holder describes the consultation process. | Section 5 | If Y = CIf N = NC |
| **Criterion 6: Gender equality principles**The duty holder considered the gender equality principles in developing their GEAP. | Section 7 | If Y = CIf N = NC |
| **Criterion 7: Gender pay equity principles**The duty holder considered the gender pay equity principles in developing their GEAP. | Section 8 | If Y = CIf N = NC |
| **Criterion 8: Audit data**The duty holder describes the results of the workplace gender audit against each indicator. This must include audit data from 2025, ideally using the performance measures as a minimum. | Section 12 | If Y = CIf N = NC |
| **Criterion 9: Strategies**The duty holder includes strategies based on the audit, which promote gender equality in the workplace, against each indicator. | Section 12 | If Y = CIf N = NC |
| **Criterion 10: Measures**The duty holder includes measures to assess progress towards the promotion of gender equality in the workplace against each indicator. | Section 12 | If Y = CIf N = NC |
| **Criterion 11: Resourcing**The duty holder includes a resourcing plan to implement their GEAP. | Section 14 | If Y = CIf N = NC |

(C= compliant; NC= non-compliant)

## Workplace gender equality indicators

1. Gender composition of all levels of the workforce
2. Gender composition of governing bodies
3. Gender pay gap
4. Sexual harassment in the workplace
5. Recruitment and promotion practices
6. Leave and flexible working arrangements
7. Gendered segregation within the workplace

# Additional assessment standards

These standards do not impact compliance. But the Commissioner may ask for a resubmission or further information where relevant.

Table 2: Additional assessment standards

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| Standard | Template location | Outcome |
| **Standard 1: Personal information**The duty holder removed personal and potentially identifying information. | NA | Y = NFAN = reach out to correct and resubmit |
| **Standard 2: Submission timeliness**The duty holder submitted the GEAP by the due date or with an approved extension. | NA | Yes = NFAN = Commissioner may reach out at her discretion |
| **Standard 3: Intersectionality**The duty holder considered intersectional gender inequality in developing the GEAP. | Section 9 (or evidenced elsewhere in GEAP) | Yes = NFAN = Commissioner may reach out at her discretion |

(NFA = no further action)