



Gender Impact Assessment Template

What is a Gender Impact Assessment?

Gender Impact Assessments are a way of thinking critically about how a proposed policy, program or service might have different impacts or lead to different outcomes for people of different genders.

When to use this template

Under the *Gender Equality Act 2020*, Council must undertake a gender impact assessment when developing or reviewing any policy, program, or service which has a direct and significant impact on the public.

Please refer to the **Gender Impact Assessment Framework** for more guidance on Gender Impact Assessments. Contact the Community & Recreation Team via genderequity@wangaratta.vic.gov.au if you have any queries throughout the GIA process.

Responsible Officer:	Denise Pirko
Policy, Program or Service being assessed:	Gambling Policy

1. Define the issues and challenge assumptions

The aim of this step is to challenge internal biases and assumptions and build an understanding of how issues of gender, cultural identity, race, ethnicity, ability, sexual orientation or identity, age and socio-economic background all shape how a policy, program or service might be used or experienced by different groups or individuals.

Section 1: Define the Issue and your assumptions

Define - the project (policy, program, project, service or strategy) you are working on and identify its reach and potential impacts on people of different genders and backgrounds

1.	Type of initiative (select one)
	<input checked="" type="checkbox"/> policy <input type="checkbox"/> program <input type="checkbox"/> service <input type="checkbox"/> project <input type="checkbox"/> strategy
2.	Short description of the project & what issue it is aiming to address
	Development of a policy with the aim of reducing harm from gambling
3.	Responsibility for this work
	Directorate: Community and Infrastructure Business Unit: Community Services Responsible Officer: Denise Pirko

	Manager: Ben Thomas
4.	Which of the gender sub-groups will be affected by your work? Will any be affected more than others?
	<input type="checkbox"/> Men / boys <input type="checkbox"/> Women / girls <input type="checkbox"/> Gender diverse people Perception that men will be more affected as they are more likely to be problem gamblers, however women are often more impacted by the harms related to problem gambling through family violence
5.	What is the issue this policy, program, or service is aiming to address? Why is this needed?
	The policy is aiming to reduce harm from gambling in the Wangaratta community. Problem gambling impacts more than just the individual, with up to 10 people impacted by one problem gambler
6.	How is this policy, program, or service likely to have different impacts for people of diverse genders, age, ability, cultural identity, and sexual orientation?
	People who are socially isolated Men Young adults Older people People with a low socioeconomic status People with mental illness
7.	What are the different needs from different people who access this project? <i>What sectors of the public will benefit from this project? Can you think of any sectors of the public that would be disadvantaged? Consider social roles and responsibilities as well as other intersections such as disability, cultural identities, age, gender identity and sexual orientation.</i>
	Venues with EGMs Sporting clubs Need to support alternative social activities to gambling
8.	Will some people benefit more than others? What are those needs or benefits?
	Families of problem gamblers

Section 2: Measure and Understand the Issue

Measure - what data or information can you collect to understand the potential impacts on different genders? Are there stakeholders you need to identify or consult to gain an understanding?

9.	<p>What information is available to understand who is likely to be affected by the policy, program or service?</p> <p><i>Is there any information available to help you understand the potential uptake and impacts of this policy, program, or service on people of diverse genders, age, ability, cultural identity, and sexual orientation?</i></p> <p><i>Has any previous consultation with stakeholders been undertaken? What data is available via desktop research?</i></p>										
	<p>State-level data on gambling Consultation with Gamblers Help service Venue- and LGA-level data on monthly player loss</p>										
10.	<p>What did the research and evidence tell you? <i>(If you cannot find any relevant data, can you work out a way to obtain it now or in the future?)</i></p>										
	<p>Working-aged men are more likely to seek help for gambling problems than any other demographic.</p>										
11.	<p>Have you heard from all groups that will be impacted by the project? <i>Who have you not heard from that you need to consider? How could you get input or information from that group? How can you engage that group or sub group?</i></p>										
	<p>Need to consult with venues, sporting clubs, health and wellbeing partners</p>										
12.	<p>Considering the gender impacts and the information gathered, what possible solutions are there, and what are the costs, benefits, and risks? For each proposed solution describe the proposed changes to the project, identify the potential benefits and costs, and assess the overall gender impact – do the benefits outweigh the costs or vice versa?</p>										
	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Positive gender impact:</th> <th style="text-align: center;">Negative or neutral gender impact:</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;"><i>Considers gender norms and roles for people of different genders and how they affect access to and control over resources.</i></td> <td style="text-align: center;"><i>Perpetuates gender inequality by reinforcing unbalanced norms, roles and relations.</i></td> </tr> <tr> <td style="text-align: center;"><i>Promotes the reduction or elimination of existing gender gaps.</i></td> <td style="text-align: center;"><i>Privileges men over women and gender diverse people, or vice versa.</i></td> </tr> <tr> <td style="text-align: center;"><i>Addresses the causes of gender-based health inequities, including prevention of violence against women, girls and gender diverse people.</i></td> <td style="text-align: center;"><i>Ignores differences in opportunities and resource allocation for people of different genders.</i></td> </tr> <tr> <td style="text-align: center;"><i>Includes ways to transform harmful gender norms, roles and relations.</i></td> <td style="text-align: center;"><i>Does not consider issues of intersectionality.</i></td> </tr> </tbody> </table>	Positive gender impact:	Negative or neutral gender impact:	<i>Considers gender norms and roles for people of different genders and how they affect access to and control over resources.</i>	<i>Perpetuates gender inequality by reinforcing unbalanced norms, roles and relations.</i>	<i>Promotes the reduction or elimination of existing gender gaps.</i>	<i>Privileges men over women and gender diverse people, or vice versa.</i>	<i>Addresses the causes of gender-based health inequities, including prevention of violence against women, girls and gender diverse people.</i>	<i>Ignores differences in opportunities and resource allocation for people of different genders.</i>	<i>Includes ways to transform harmful gender norms, roles and relations.</i>	<i>Does not consider issues of intersectionality.</i>
Positive gender impact:	Negative or neutral gender impact:										
<i>Considers gender norms and roles for people of different genders and how they affect access to and control over resources.</i>	<i>Perpetuates gender inequality by reinforcing unbalanced norms, roles and relations.</i>										
<i>Promotes the reduction or elimination of existing gender gaps.</i>	<i>Privileges men over women and gender diverse people, or vice versa.</i>										
<i>Addresses the causes of gender-based health inequities, including prevention of violence against women, girls and gender diverse people.</i>	<i>Ignores differences in opportunities and resource allocation for people of different genders.</i>										
<i>Includes ways to transform harmful gender norms, roles and relations.</i>	<i>Does not consider issues of intersectionality.</i>										

	Proposed Solution	Potential Benefits	Costs and Risks	Gender Impact
1	Ensure health promotion approach is embedded	<ul style="list-style-type: none"> • Best practice • 	<ul style="list-style-type: none"> • More on council to deliver possibly • 	Positive
2	Consult with health and wellbeing partners, not just venues and clubs	<ul style="list-style-type: none"> • Wider understanding of gambling harms 	<ul style="list-style-type: none"> • Could end up with policy that isn't as palatable to councillors 	Positive

Section 3: Recommendations

Analyse and Improve - based on your research, what solutions or recommendations are proposed to ensure the initiative addresses the needs of different genders and promotes gender equality? Consider your proposed solutions and explain how your final recommendations meet the needs of person of different genders and/or intersectionality.

	Recommendation	Justification
1	The gambling policy will be guided by best practice and health-based approach in line with current Victorian Health recommendations	This will ensure the policy is aligned with the state direction and social impacts of gambling are considered
2	Health and Wellbeing stakeholders in community to be consulted to get feedback from those that provide gambling help and see impacts of gambling	Input from those with experience of the impacts of gambling in our community.

Finalising your assessment provide a statement to acknowledge that a Gender Impact Assessment (GIA) has been completed and how this project conforms to the Gender Equality Principles as outlined in the Gender Equality Act 2020.

GIA Acknowledgement Statement (to be copy & pasted into the original initiative document).

Provide a statement to acknowledge that the requirement for a Gender Impact Assessment (GIA) has been considered and how this project conforms to the Gender Equality Principles as outlined in the Gender Equality Act 2020:

The Gambling Policy has had a Gender Impact Assessment (GIA) completed and is compliant with the obligations and objectives of the Victorian *Gender Equality Act 2020*.

Author:	Kirsty Barnes
Date GIA completed:	March 2023
Reviewed and approved by:	Denise Pirko
Date reviewed and approved:	August 2023

Send your completed assessment to the Community & Recreation Team via genderequity@wangaratta.vic.gov.au

Community & Recreation Team Actions – Progress Reporting Requirements

Entered into GIA register:	September 2023
3 month follow up scheduled:	December 2023