



Australian Government

Department of the Prime Minister and Cabinet

Gender Equality Action Plans in the NSW Government



Easy Read

www.pmc.gov.au

About this information

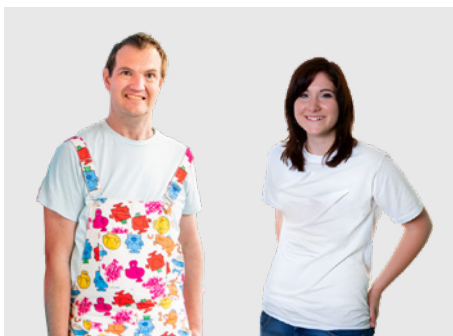


This information is about **Gender Equality Action Plans**.

We will call them **GEAPs** for short.

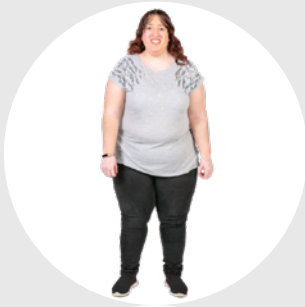


GEAPs are plans to make sure people of all **genders** get treated the same.



Gender means the way you feel inside and how you show yourself to the world.

This might be



- Female



- Male



- Not male or female



- **Transgender.**



Transgender means when your gender is different to what you were born with.



NSW Government has GEAPs to make sure all genders are treated the same way.



- At work



- In the community.



When the government makes new rules it should make them fair for all genders.

How GEAPs work



Our teams use GEAPs to help **gender equality** happen.

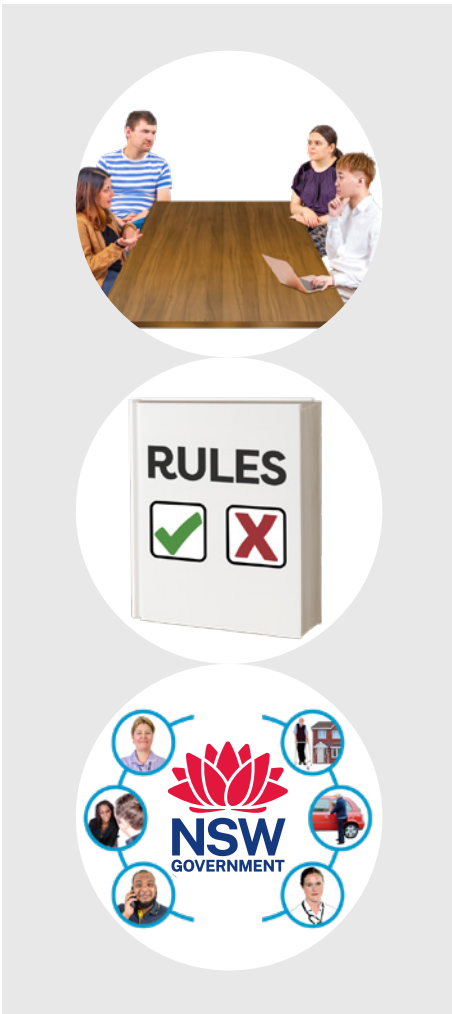


Gender equality is when all genders

- Are treated the same
- Have the same chances to do things
- Get support they need to do their best
- Are treated with respect.



GEAPs look to see if people are treated different because of their gender.

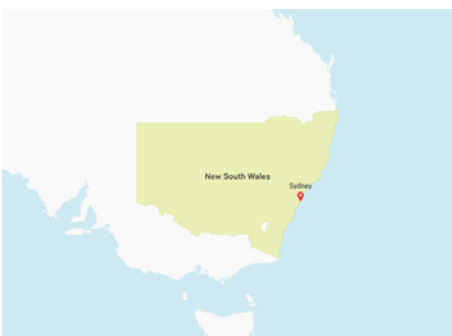


Our teams look to see if there are differences by checking their

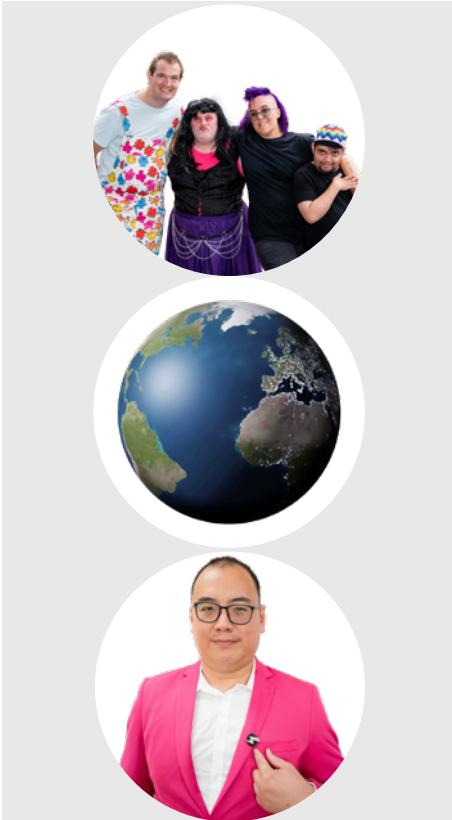
- Staff and the way they work

- Rules and laws

- Programs and services.



GEAPs help the government think about the different types of people who live in NSW.



This could be people who

- Are different genders
- Were born overseas
- See themselves in different ways.



This will help the government make sure everyone has a chance to work in the job they want.



The government can also make sure people of all genders can get the support they need.



When different people work for us it helps services make sure everyone can take part.

Why GEAPs are important



GEAPs are important because they help make gender equality better in NSW.



Each team in the NSW Government has their own GEAP.



GEAPs will support gender equality to happen in each team.



We need GEAPs because of **gender norms** in NSW.

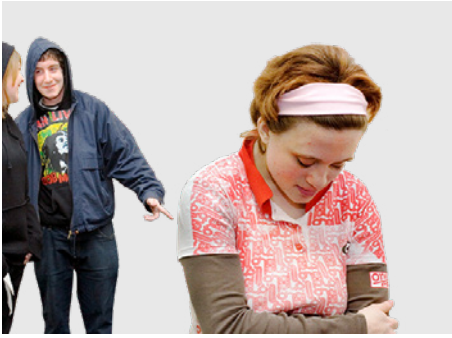


Gender norms are the way a lot of people think people of different genders should act.



Some gender norms are

- Only women do the housework
- Only men can do some jobs like building houses
- Men can not show emotions and only women can.



A lot of gender norms are not fair to all genders.



GEAPs think about how we can change gender norms to make things more fair.



The government knows people are treated different because of their gender.



We want to change this.

Who GEAPs are good for



GEAPs are good for

- NSW Government staff
- People who live in NSW.



GEAPs let people see that we are thinking about gender and other differences.



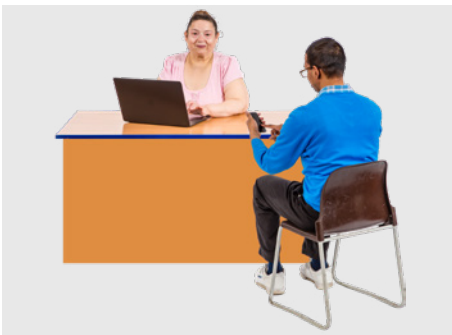
GEAPs help people trust us.



GEAPs can let everyone living in NSW check how we are making things more fair.



GEAPs can help make sure everyone gets treated the same way when they use services.



GEAPs help us to give jobs to different kinds of people in the NSW community.

Who must have GEAPs



Women NSW is a team in the NSW Government who makes sure GEAPs happen.



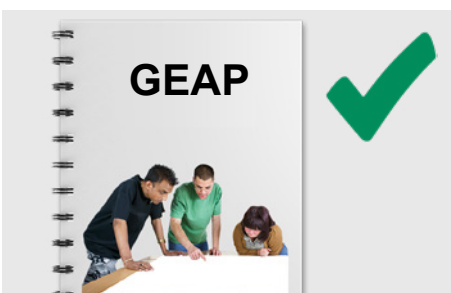
Women NSW looks after all the GEAPs.



All parts of the NSW Government must have a GEAP.

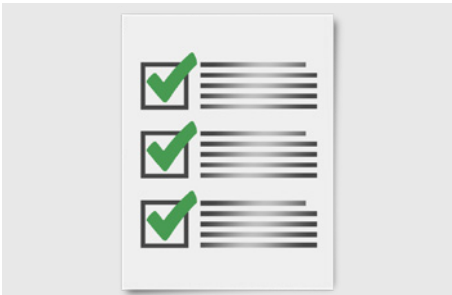


Teams should think about how their GEAP can make gender equality better when they make rules and plans.



All of the teams need to make sure they follow their GEAPs.

What each GEAP has



There are things all GEAPs need to have in them.



GEAPs need to show their plan to make gender equality better.



To make a GEAP our teams must talk to

- Our staff
- Other people we work with.



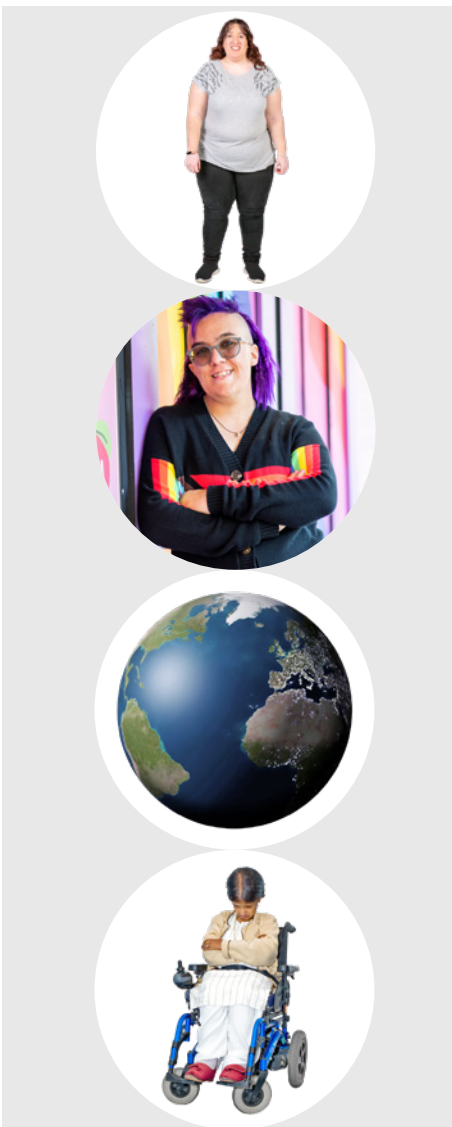
This is so we can get their ideas on how we can make change about gender equality.



GEAPs look into how people are treated different because of their gender.



GEAPs look at how different things in a persons life can come together to make life harder for them.



This could be things like

- Being a woman
- Being transgender
- Being born overseas
- Having a disability.



GEAPs need to say how each team will support these people.

Goals



We will now talk about some of the goals all GEAPs must have.

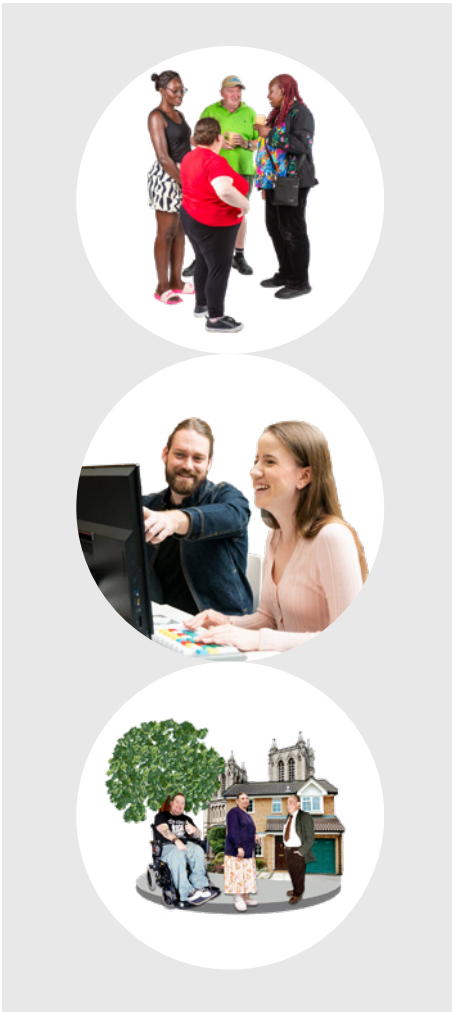


We want people of all genders to be able to

- Work in the jobs they want
- Have enough money to pay for everything they need to
- Be happy and safe.



We want people of all genders to get support that is right for them.



We want people to feel safe

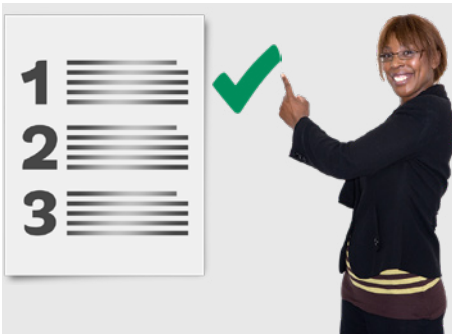
- With others
- At work
- Out in the community.



We want people of all genders to have the same rights and chances as everyone else.

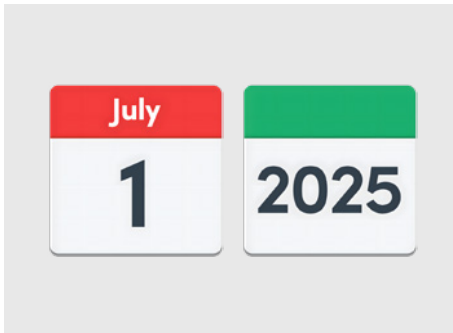


We want people of all genders to have the chance to become leaders and feel supported.



Every year we will say what we have done to make changes for gender equality.

Using our GEAPs

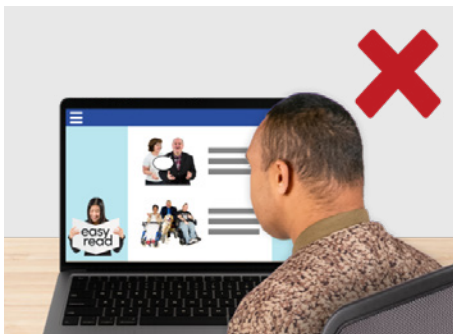


On **1 July 2025** we put our GEAPs on the Women NSW website.



You can read them at

www.nsw.gov.au/departments-and-agencies/women-nsw



The website is not in Easy Read.



Our teams are now using the GEAPs.

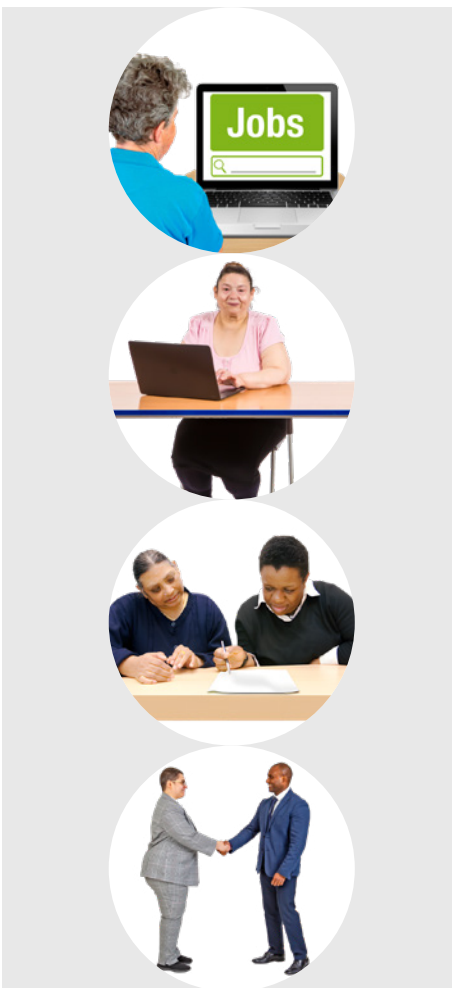
What teams must tell Women NSW



Our teams must tell Women NSW about how they have made changes.



This might be about how they have made things fairer for all genders who work with us.



It might be how they have given people of all genders a fair chance to

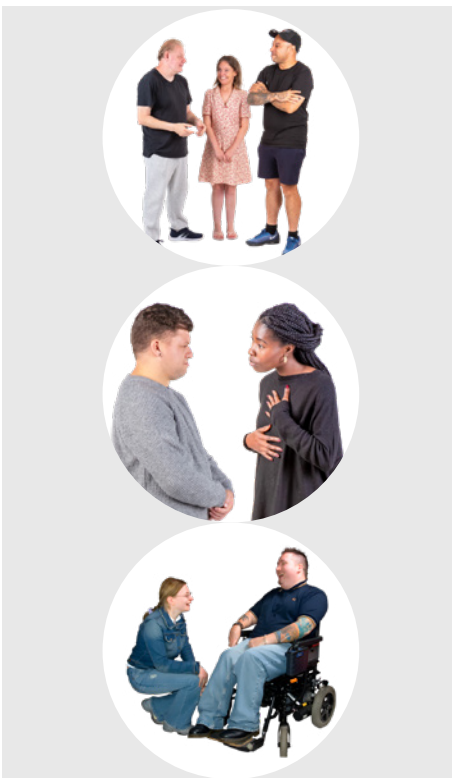
- Get the job they want
- Be leaders
- Get support while they work
- Move up in their job.



It might also be about how people have been treated fair when they use government services.



It is also about how people can work while they care for and support their family.



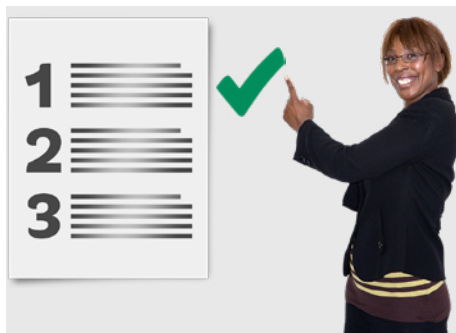
Teams also have to tell Women NSW how they have made their workplace and services

- Safe for all genders
- Respectful to all genders
- Welcoming to all genders.

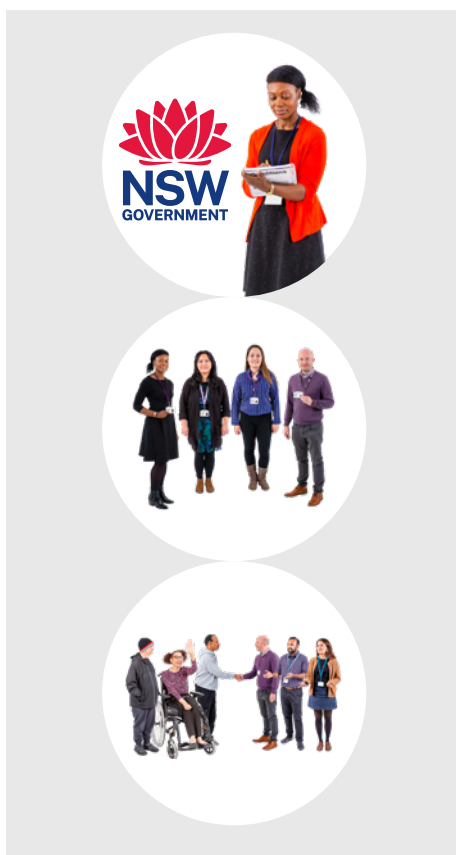


Teams have to say how their leaders support and make change for people of all genders.

What happens next



Each year our teams say what we have changed to make gender equality better.



We tell

- Women NSW
- Our staff
- Other people that support us.



GEAPs are for 3 years.



In the last year we look to see if the GEAP has made the changes it said it would.



This helps us plan for the next GEAP.



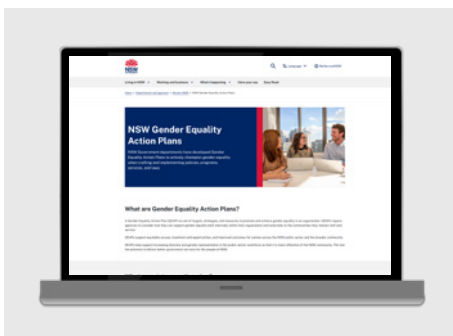
When each team does this we can see what changes over time.

More information



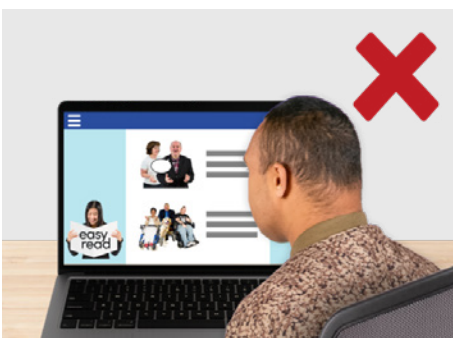
You can email Women NSW for more information.

Their email is **geap@tco.nsw.gov.au**



You can also go to our website on

**[www.nsw.gov.au/departments-and-agencies/
women-nsw/nsw-gender-equality-action-plans](http://www.nsw.gov.au/departments-and-agencies/women-nsw/nsw-gender-equality-action-plans)**

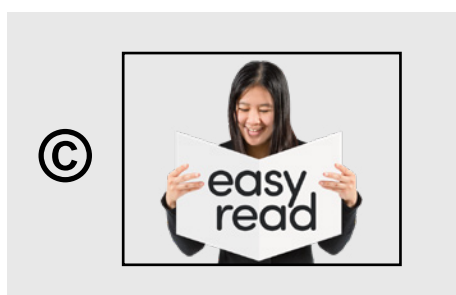


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Who did this Easy Read



CID made this information for the
NSW Governments The Cabinet Office.



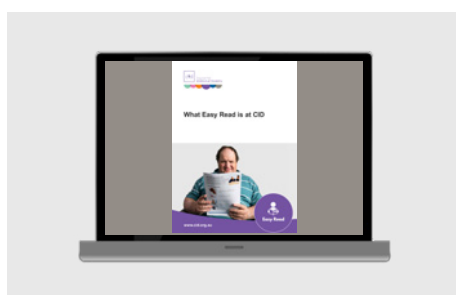
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www.cid.org.au/inclusion-services