

Building Equality Policy – Agency Action Points Summary

Who must comply

- Applies to publicly funded construction projects that:
 - * Are valued at \$20 million or more (excl. GST), and
 - * Have a Request for Tender (RFT) released on or after 1 January 2022.
- Applies across all procurement models, including: Construct-only, D&C, Alliance, PPP, Managing Contractor, etc.

Agencies should consider applying the policy if the project value is close to \$20 million, as contingencies may push it above the threshold.

Procurement planning

For every construction project valued at or above \$20 million (excl. GST):

- Prepare a Social Procurement Plan
- Building Equality Policy Actions 1–3
- Social Procurement Framework requirements
- Any other applicable procurement-related policies

Tender preparation and invitation

Buyers should include the following in tender documentation:

- Social Procurement and Building Equality Policy Clauses
- RFT Terms and conditions to include definitions
- Draft contract (with SPF & BEP Clauses) and response schedule
- Tender briefing to include policies.

Tender weighting

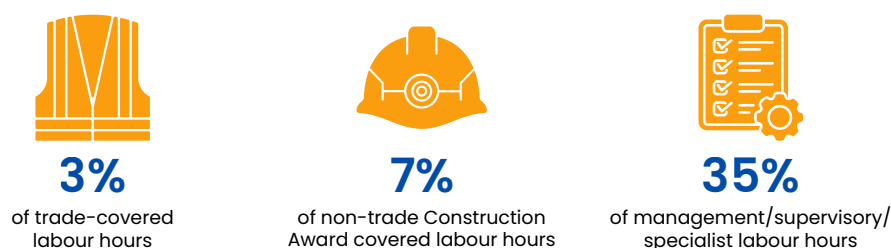
- Apply a minimum 5% weighting for the Building Equality Policy in tender evaluations.
- Weight each of the three policy actions equally (1/3 each) within that 5%.
- This weighting is in addition to other Social Procurement Framework objectives (5–10%).

Tender evaluation

Agencies must evaluate tenderers on three policy actions:

Action 1 – Meet gender equality targets

Assess tenderer's capacity to meet minimum targets:



Evaluate how tenderers plan to identify, recruit, and manage women in these roles.

Action 2 – Engage women apprentices, trainees or cadets

Assess tenderer's approach to meet 4% of total project labour hours performed by women in training roles.

Action 3 – Implement Gender Equality Action Plans (GEAPs)

Ensure tenderers submit:

- Organisation-Wide GEAP
- Project-Specific GEAP
- Both must be complete, meaning:
 - * All gender equality indicators are addressed, and
 - * Each has at least one action or strategy per indicator.

Contract management

Agencies (buyers/contract managers) are responsible for:

- Ensuring contractors meet and report on all Building Equality Policy commitments.
- Monitoring delivery of Actions 1–3 throughout the project.

Reporting requirements

Agencies must evaluate contractors on the progress of the 3 policy actions:

- Within 30 days of contract award, buyers must record total estimated hours by occupation.
- Contractors must report on actual hours worked by women;
 - * Every 6 months
 - * At practical completion
- Contractors must report progress on:
 - * Organisational Wide GEAP (annually and at completion)
 - * Project Specific GEAP (every 6 months and at completion)
 - * Any other gender equality indicators or objectives identified in the GEAP.