

Gender Equality Action Plan (GEAP) Progress Report 2023

March, 2024

Introduction

The Gender Equality Act 2020 (the Act) requires defined entities to submit a workplace gender audit and progress report to the Public Sector Gender Equality Commissioner every second year after submitting a GEAP.

The relevant reporting period for the 2023 progress report is 1 July 2021 to 30 June 2023.

The report was due and submitted on 20 February 2024 and it has now reached a status of 'Checking for compliance'.

The report addressed the elements below:

1. Gender impact assessments (GIA)
2. Gender Equality Action Plan (GEAP)
3. Workplace gender equality indicators

Gender impact assessments

The Gender Equality Act requires organisations to undertake gender impact assessments when developing or reviewing any policy, program or service which has a direct and significant impact on the public.

No gender impact assessments were completed during the reporting period.

Gender Equality Action Plan

Strategies and measures completed

Audit all worksites to ensure there are safe, inclusive, and accessible on-site facilities for all staff, particularly for disabled people, women and non-binary or gender-diverse people, and transgender people. Facilities may include bathrooms, breastfeeding/chest-feeding areas, changerooms, prayer rooms and other culturally safe spaces.

Review family violence leave policies and processes to ensure they are victim centric and in line with sector best practice (Director, People).

Training for all managers on flexi-first approach to rostering, set expectations of the organisation that flexi work can and will be accommodated.

Workplace gender equality indicators

Gender composition

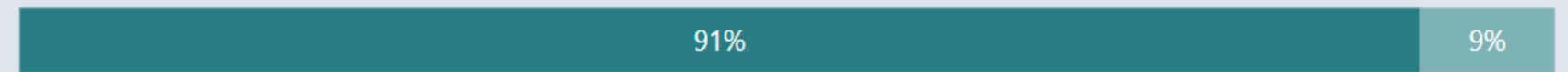
- The overall gender composition of the workforce experienced a slight shift, with fewer women (-4 percentage points (pp)) compared to 2021.
- The gender composition of the governing body remained unchanged from 2021.
- The 2021 data for gender composition across VPS Grades is unavailable, therefore there is no measured change.
- When examining the gender composition across VPS Grades in 2023, the most significant inequalities were observed at the higher VPS Grade levels. For example, 7.1 (25% are women) and 6.2 (36% are women).

Gender composition of workforce

Gender composition of workforce

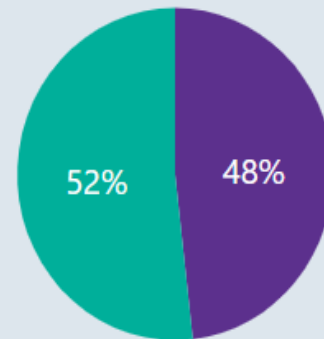


Composition by employment basis

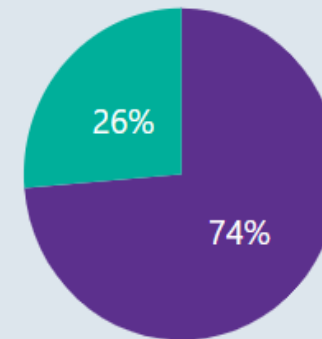


● Full-time ● Part-time ● Casual

Full-time



Part-time



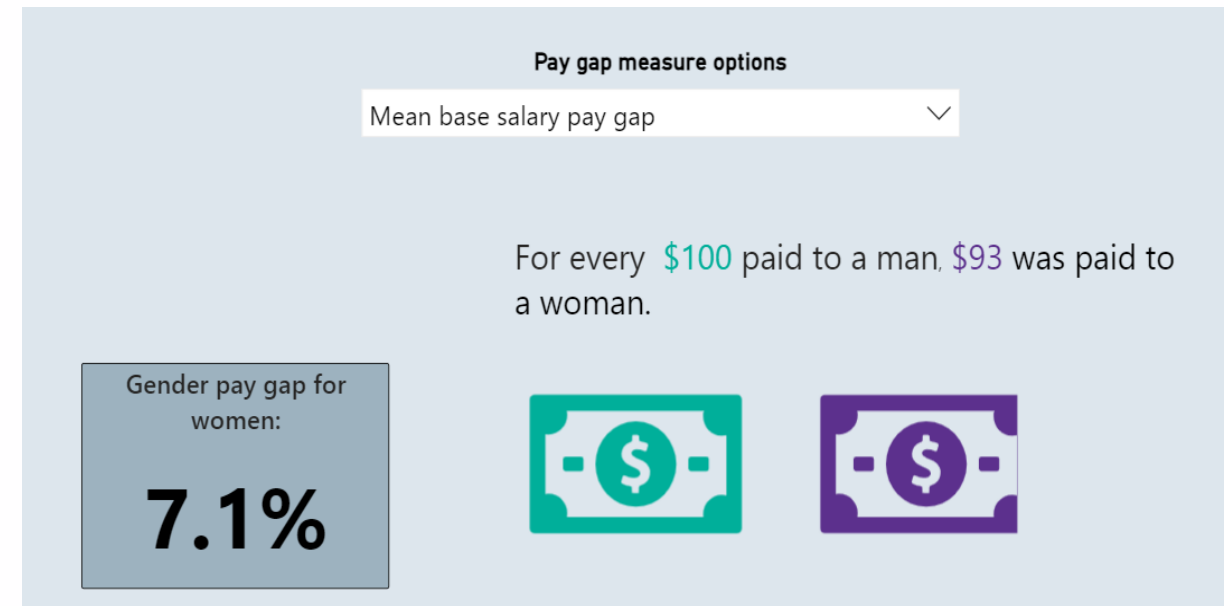
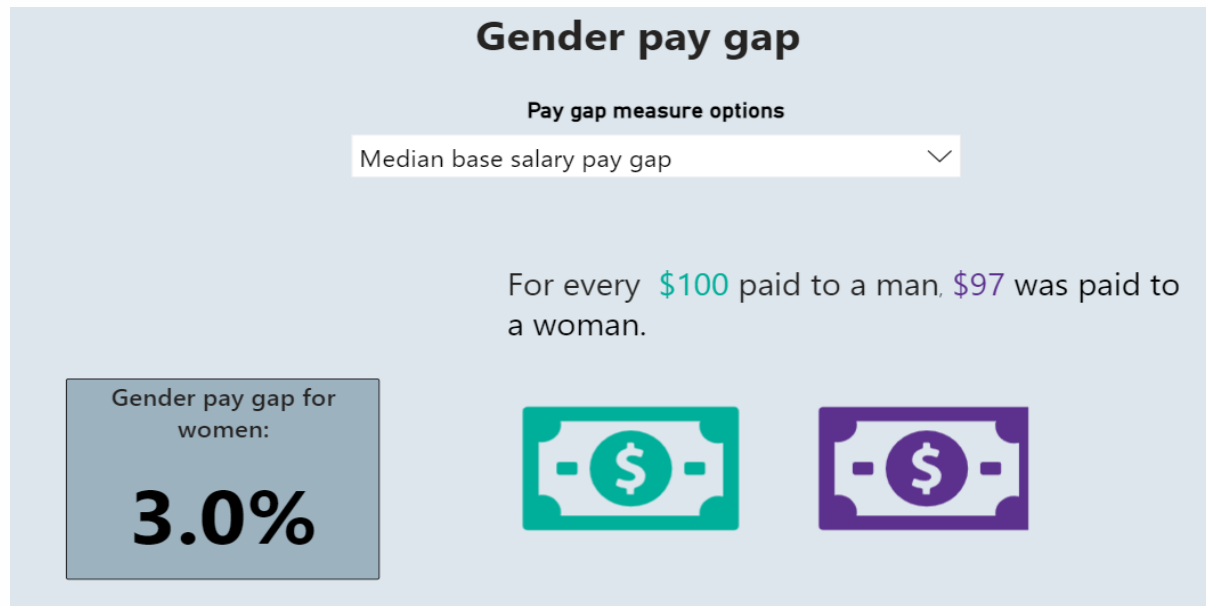
Casual

● Women ● Men

Gender pay gap

Some progress has been made to closing the gender pay gap.

- The median base salary pay gap for women was 3%, decreasing 10.3pp since 2021.
- The mean base salary pay gap for women was 7%, decreasing 3.8pp since 2021.



Sexual harassment

There were no formal sexual harassment complaints made during the reporting period.

Recruitment and career progression

Recruitment



Recruitment of women decreased by 11pp.

Higher duties



Higher duties filled by women decreased 4pp.

Internal secondments



Internal secondments filled by women decreased 4pp.

Exits



The departure rate of women increase by 2pp.

● Women ● Men

Actions

- Collaborate with the Organisational Development Lead to develop awareness and resources for staff to conduct GIAs effectively.
- Review the GEAP strategies and measures, updating them as necessary.
- Explore technology solutions to streamline reporting on gender equality indicators.
- Report on the gender breakdown of individuals recruited and departed, and employees awarded higher duties and secondments each quarter.
- Commence GE Committee meetings when the Organisational Development Lead commences in the role.
- Collaborate with the GE Committee to develop an action plan to ensure further advancements are made.
- Prioritise the review of the sexual harassment policy. Continue to investigate a case management technology solution that allows for anonymous reporting on these kinds of adverse behaviours.
- Investigate the gender imbalance at higher VPS Grades.
- Communicate the family violence leave policy.