

GENDER EQUALITY ACTION PLAN

Progress report on actions 2021-2023



GOALS	DELIVERED INITIATIVES	OUTCOMES
<p>Strong Leadership for Change</p>	<ul style="list-style-type: none"> → Behaviours of Inclusion workshops for all employees. → Activation of 6 D&I Working Groups with executive sponsorship. → Training for Family and Domestic Violence First Aiders. 	<p>200+ employees trained and engaged in D&I events.</p> <p>25% workforce involvement in D&I Working Groups.</p> <p>18 trained Family and Domestic Violence First Aiders.</p>
<p>Fair & Equitable Workplace Policies</p>	<ul style="list-style-type: none"> → Gender parity review in recruitment and promotion. → Monthly gender pay gap reporting to the Executive team. → Enhanced intersectional data collection. 	<p>Gender pay gap reduced</p> <p>Achieved 50:50 gender balance at senior levels</p> <p>16% (Jun 2021) → 4.3% (Jun 2023)</p> <p>50% 50%</p>
<p>Strengths-Based Culture Embracing Inclusion</p>	<ul style="list-style-type: none"> → Launch of Belonging survey for DEI insights. → Annual recognition of awareness days (e.g., Men's Health Week, International Women's Day). 	<p>89% of employees agree the organisation is committed to diversity and inclusion.</p> <p>89% feel culturally safe at work.</p> <p>92% believe the organisation uses inclusive and respectful imagery and language.</p>

What we're doing well

In the People Matter survey, Diversity and Inclusion stood out as a key strength.

Here's what employees are saying:

"Our team culture fosters a safe environment where everyone feels encouraged to be their true selves."

"We're successfully embedding and supporting a genuinely inclusive culture."

"We create a safe, inclusive environment that celebrates diversity and encourages authenticity at work."

Upcoming deliverables/ where to next?

- Develop and embed inclusion KPIs into performance plans for all senior leaders
- Implement proactive analysis of intersectional employee data to enable progress on gender balance and diversity
- Create and publish dashboard (accessible to all employees) reporting on DEI measures
- Focus on areas including parental leave, availability of part-time work at all levels and by gender.