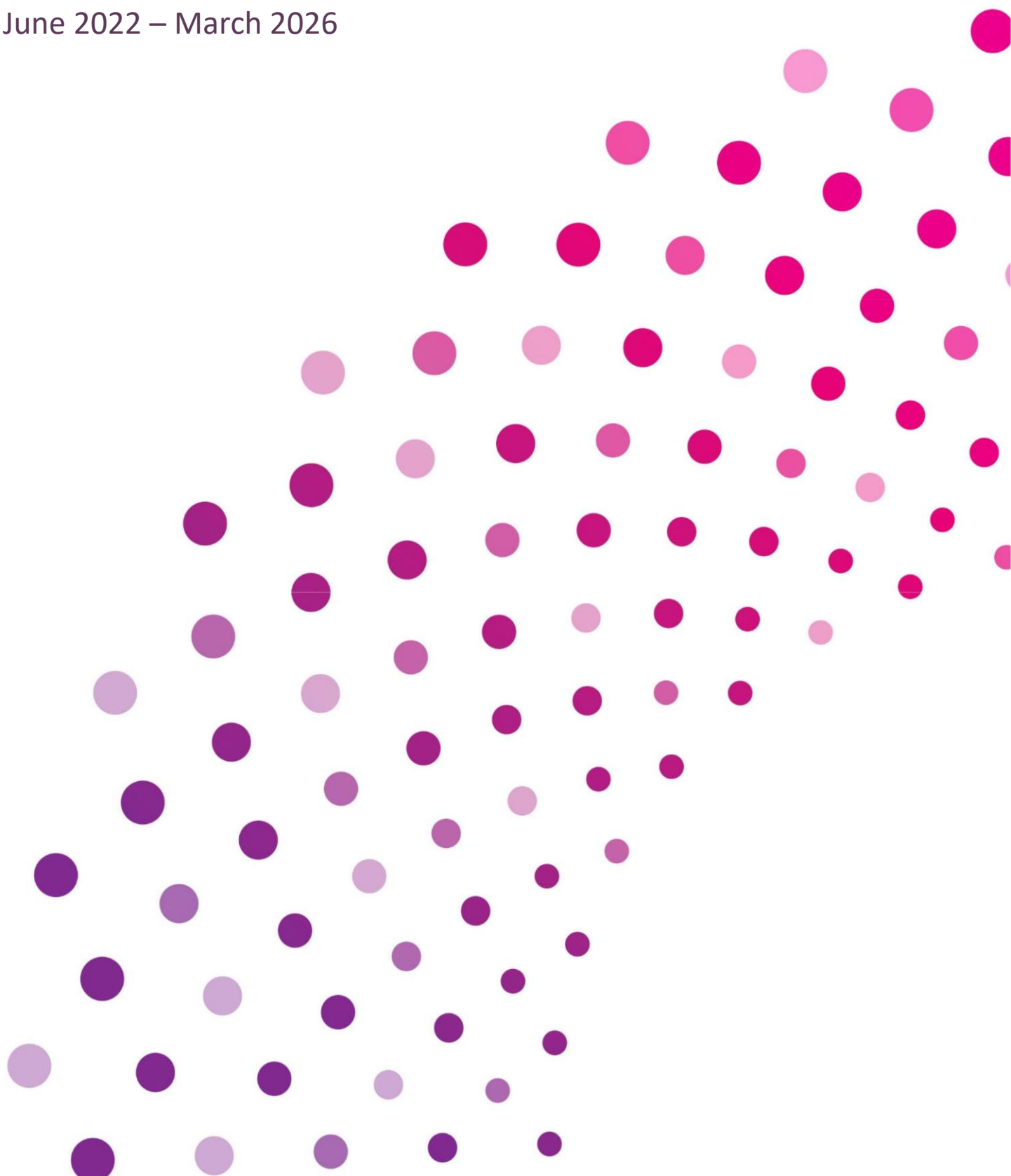




the women's
the royal women's hospital

The Women's Gender Equality Action Plan

June 2022 – March 2026



Foreword

We are pleased to present the Royal Women's Hospital's Gender Equality Action Plan.

As the Women's is Victoria's largest specialist hospital, the Women's is dedicated to improving the health and wellbeing of women and newborns, and given our unique role in leadership and advocacy for women's health, our commitment to gender equality is essential.

We are extremely proud that our workforce is primarily female, and that a large portion of our leadership roles are also held by women. While we celebrate this at the Women's, we know we still have work to do to address the barriers that women in our own organisation, and others, experience. We are committed to working to ensure that our people are able to bring their whole selves to work, and that barriers that limit their opportunities to succeed are removed.

The *Gender Equality Act 2020* (Vic) outlines seven indicators that contribute to gender equality:

- Gender pay equity
- Gender composition at all levels of the workforce
- Gender composition of governing bodies
- Workplace sexual harassment
- Recruitment and promotion
- Gendered work segregation
- Leave and flexibility

Our plan is structured around these seven indicators to improving gender equality and includes working on other aspects of disadvantage or discrimination that our people may face on the basis of Aboriginality, disability, age, ethnicity, religion, sexual orientation, and other attributes.

Through our Gender Equality Action Plan we will:

- ensure we are the best place to work, learn and contribute
- create an environment where all staff and volunteers feel their skills, perspectives and experiences are embraced and celebrated
- promote gender equality within and external to the Women's
- increase our understanding of the needs of our diverse staff and volunteers
- act on the opportunities identified in our workforce data audit
- meet our obligations in the *Gender Equality Act*.

We look forward to partnering with our staff, volunteers and leaders in gender equality to achieve these goals.

Sherri Huckstep

Chief eXperience Officer

Executive Sponsor, Gender Equality

Sue Matthews

Chief Executive Officer

Acknowledgment of Traditional Owners

The Royal Women's Hospital acknowledges and pays respect to the peoples of the Kulin Nations, the traditional owners of the country on which our sites at Parkville and Sandringham stand and we pay our respects to their Elders past, present and emerging. The Women's is committed to improving health equity for Aboriginal and Torres Strait Islander women, children and families and we recognise the fundamental significance of cultural traditions, beliefs, and connection to country for the health and wellbeing of Aboriginal and Torres Strait Islander peoples. We acknowledge the importance of kinship and family structures as a cohesive force that binds Aboriginal and Torres Strait Islander peoples and we recognise their cultures, community connection, and self-determination as critical protective factors for wellbeing.

A note on language and diversity

The Women's acknowledges gender diversity and promotes gender equality. While the term 'women' is used throughout this Plan, this does not exclude gender diverse individuals. The plan recognises that some people who do not identify as women at different points across the life course still access the Women's services. This plan is inclusive of trans, non-binary, agender, intersex and other gender diverse populations.

Our business

Founded in 1856, the Women's continues to lead the way in women's and newborn healthcare – delivering specialist maternity, neonatal, gynaecology, oncology, reproductive and sexual health services to women in Melbourne, as well as those with complex needs from across Victoria and Australia.

We are also a leader and advocate in areas of women's health that have long been overlooked or stigmatised – abortion, endometriosis, family violence, female genital mutilation, menopause, incontinence, mental health disorders, sexual assault and substance use in pregnancy.

The Women's recognises that sex and gender affects a person's health and healthcare, and is committed to promoting gender equity. One of four key organisational priorities in the *Women's Advocacy Plan 2022-2025* is to 'Promote gender equity within a health context.' This includes advocating for greater representation of women in leadership and STEM; advancing gender equity within Victorian health services, in governance settings, policy development, workforce, service design and delivery; and taking an intersectional approach to gender equity. It includes advocating for gender sensitive health services and increased women's-specific research, including sex and gender equity in medical research.

As a statewide tertiary hospital, the Women's is a significant provider of education and helps to train the next generation of highly skilled midwives, nurses, obstetricians, neonatologists, and other specialists. Expert training also extends into communities with programs delivered to hospitals and primary healthcare services across the state.

Internationally, the Women's is recognised for its clinical expertise and excellence in research. Our 10 Research Centres explore the full spectrum of women's and newborn health. From pioneering IVF technology leading to Australia's first IVF baby in 1980, and advances in newborn medicine to increase survival rates for sick and premature babies – the Women's is committed to improving the lives of this generation and all who follow.

Our People - The Women's employs 2500 staff across two campuses in Parkville and Sandringham, of which 88% are women and we have 76 volunteers, of which 98% are women.

Our case for change

As Australia's first and largest specialist public hospital for women and newborns, the Women's holds a distinctive place in the health system. We are proud of our history of leadership and advocacy of a range of complex women's health issues, including the promotion of gender equality.

The Women's Gender Equality Action Plan recognises that achieving gender equality is a shared responsibility of all Victorians, and as a women's hospital, and as an employer to a feminised workforce, we have a responsibility to promote gender equality across the wider community. While women have historically experienced discrimination and disadvantage on the basis of sex and gender, advancing gender equality will benefit all Victorians regardless of their gender.

Our work through our Gender Equality Action plan will contribute to improved equality across our workforce, leading to improved care for our patients, families, and consumers. Our workforce audit and staff consultation has informed our focus areas of intersectionality, gender diversity including non-binary and transgender people, and improving our data collection and analysis.

The Women's recognises that all human beings, regardless of gender, should be free to develop their personal abilities, pursue their professional careers and make choices about their lives without being limited by gender stereotypes, gender roles or prejudices. We also acknowledge that gender inequality may be compounded by other forms of disadvantage or discrimination that a person may experience on the basis of Aboriginality, age, disability, ethnicity, gender identity, race, religion, sexual orientation and other attributes. Our Gender Equality Action Plan will complement established pieces of work within the Women's aimed at reducing this inequality.

Prevention of Violence Against Women

The Women's has a long history of leadership in identifying and responding to violence as a women's health issue. We have been state-wide leads on the Strengthening Hospital Responses to Family Violence (SHRFV) program and have been a key provider of sexual assault response services for many years.

This work speaks directly to the principle, all Victorians should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect, and fairness, and we know that Gender equality is a precondition for the prevention of family violence and other forms of violence against women and girls.

The Women's Respectful Workplace Behaviours Framework

The Women's is committed to ensuring a safe and positive workplace culture that showcases the Women's Values in action and respects and embraces the diversity of our people – thereby enhancing staff and volunteer wellbeing, psychological safety, equality, inclusion and positive engagement with the organisation and its purpose.

The Women's promotes an environment where all staff, volunteers, patients and visitors are treated with dignity and respect, where diversity, equity and inclusion are valued.

In line with the core Values of the Women's - Courage, Passion, Discovery, and Respect - the organisation aims to achieve a workplace culture which is free from bullying, discrimination, harassment, sexual harassment, racial and religious vilification, victimisation, occupational violence and aggression and other inappropriate behaviours.

The Women's Innovate Reconciliation Action Plan

As a specialist hospital for women and babies, the Women's has a unique and specific role to play in improving health and wellbeing outcomes for Aboriginal and Torres Strait Islander women and babies. Our Reflect Reconciliation Action Plan was implemented between February 2020 and May 2021 and helped guide us through the first steps of our reconciliation journey – building more cultural awareness, celebrating and learning more about the world's oldest continuing culture, establishing relationships with Aboriginal and Torres Strait Islander organisations, and putting processes and structures in place to effectively govern our plan. In our two-year Innovate Reconciliation Action Plan, launched in May 2022, we continue to listen, learn, strengthen relationships with communities and work together to improve the health, safety and wellbeing of Aboriginal and Torres Strait Islander women, babies, families, communities and staff. The Women's vision for reconciliation is for culturally safe healthcare that is free from racism and united by deep respect for First Nations peoples and their continuing connection to Country – from Birth to Dreaming.

The Women's Disability Action Plan

The Women's Disability Action Plan strengthens our commitment to enhance the health and wellbeing of women and newborns with disability, and promote access and inclusion of patients, consumers, staff, and

volunteers with disability in all areas of our organisation. Our first Disability Action Plan was implemented between July 2019 and June 2022. Our second Disability Action Plan will be implemented between September 2022 and September 2025. Our vision is to be a disability-confident organisation providing inclusive, empowering and respectful health care and employment to people with disability. Our plan focusses on ensuring our services, programs and hospital facilities are accessible to women with disabilities and their families, increasing opportunities for people with disabilities to obtain and maintain employment, promoting the inclusion and participation of people with disability, and working to change attitudes and behaviours which discriminate against people with disability.

Our Gender Equality Action Plan

Our vision

To reflect the diverse community we serve and create a place where all staff and volunteers feel their skills, perspectives and experiences are embraced and celebrated.

We want our people to feel included, valued, respected and feel like they belong, leading to full participation and commitment at work.

Developing our Gender Equality Action Plan

The Women's Gender Equality Action Plan was developed alongside internal and external stakeholders, from a wide variety of backgrounds.

Staff and volunteers were consulted in the design of the plan via a focus group and online survey, and through key committees including our:

- People Experience and Culture Working Group
- Reconciliation Action Plan Working Group
- Health and Safety Representatives
- Disability Action Plan Advisory Committee
- Nursing and Midwifery Advisory Group
- Prevention of Violence Against Women Strategic Advisory Group
- Patient and Consumer Experience Steering Committee/Community Advisory Committee
- Senior Executive Committee
- The Women's Board

This allowed us to gain the perspective of our people from diverse genders who range in age, and including Aboriginal and Torres Strait Islander staff, staff with disability and/or who are carers of someone with disability, staff from a migrant background, and staff who identify as LGBTIQ+. Externally, we have consulted with our key union groups.

Having staff, volunteer and governance involvement in promoting Gender Equality at the Women's is important. We will continue to seek feedback update our stakeholders on progress through multiple channels throughout the life of this plan.

Gender Audit Findings

Workplace gender audits are an essential part of helping the Women's understand how it is performing in regard to the systems, structures, policies and practices that promote workplace gender equality. There are two categories of data that we examined:

1. Workforce data – extracted from our internal data collection systems in June 2021.
2. Employee Experience data – complements our workforce data to help us better understand gender inequality in our organisation. This was collected via the People Matter Survey conducted during June 2021. Due to a low response rate on the survey the data is not statistically significant, however provides some insights into our staff experience.

This audit has been prepared with the goal of establishing a 'baseline' assessment of gender equality in our workplace. This will be our starting point from which to make change.

In future reporting periods, our audit analyses will support us to measure and demonstrate reasonable and material progress against this starting point. Our findings show some areas of opportunities for the Women's to achieve gender equality.

Audit Findings Summary

Our workplace gender audit provided us with great insights into gender equality at the Women's. Some of the key findings include:

- Issues with the completeness of our data and our data collection mechanisms. This will be the first priority of our GEAP as accurate and complete data is necessary to further assess the state and nature of gender equality at the Women's, measure our progress and comply with our reporting obligations.
- Consultation on audit findings highlighted that the overall organisational understanding of gender equality was low.
- We are a highly female workforce, with a greater participation rate than other healthcare services, the public sector workforce, and the Victorian labour force as a whole. However, our high participation of women is not replicated in all levels of management.
- A significant proportion of our workforce is part time, and that is reduced in management roles.
- We have a significant organisational gender pay gap, which is driven by our highly segregated workforce.
- While our results for sexual harassment were similar to our peers, positive workplace culture is a strategic priority for the Women's and more work needs to be done to ensure that all of our people feel safe to speak up at all times.
- A high percentage of our staff have family and caring responsibilities.
- Employee experience results, show a discrepancy between the experience of women, men and those with an unclassified gender.

Indicator 1 – Gender composition of the workforce

As of 30 June 2021, women comprise 88.2% (2,205) of our workforce and men 11.8% (294).

The Women's gender composition represents a greater participation rate for women when compared to the Victorian public health care industry, where the proportion of women was 78% in June 2020.

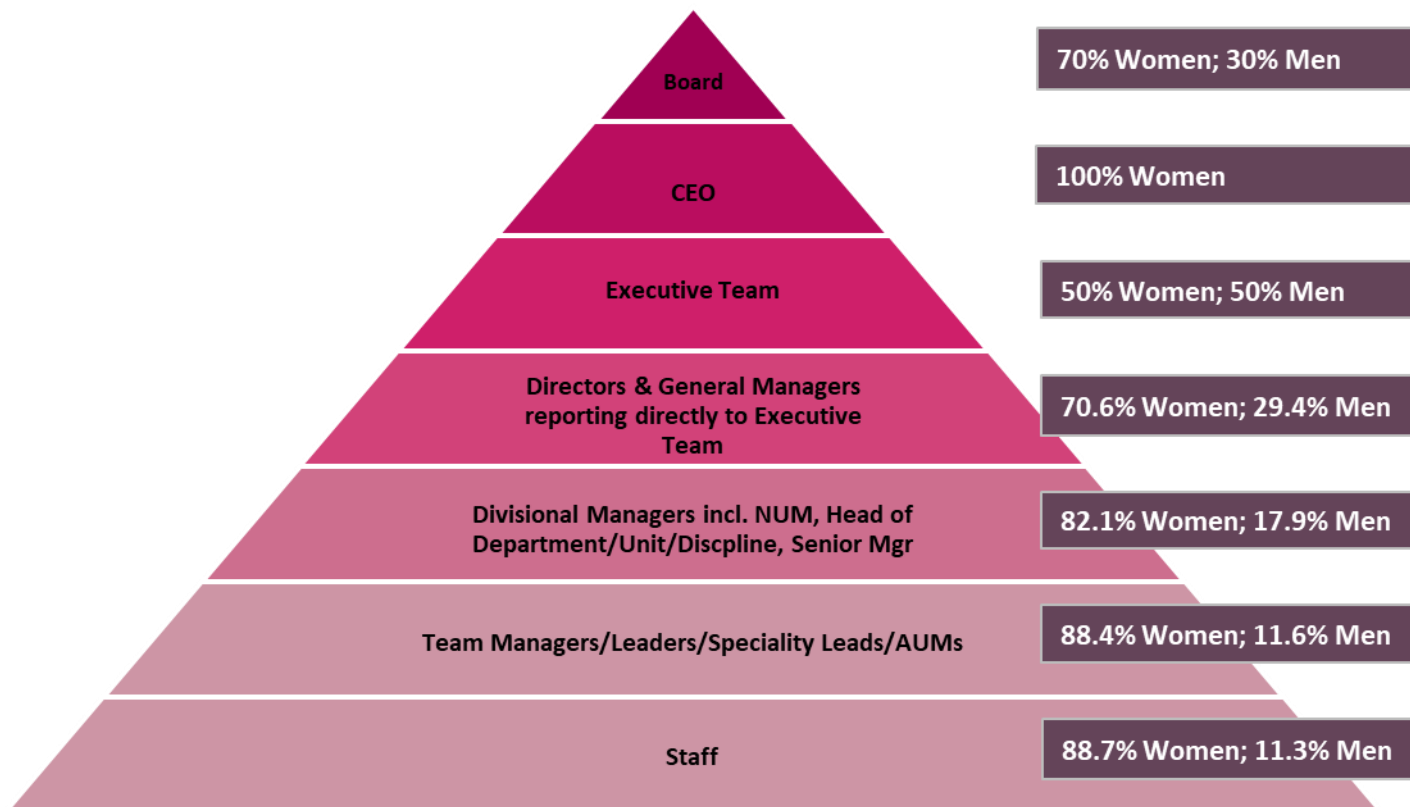
Significant variations to gender composition do exist between occupational groups, demonstrating that our workforce is highly gender segregated. Table 1.1 below details the gender profile of the five occupational groups within our workforce.

Occupational Group	% Women	% Men	Proportion of Workforce (%)
Corporate & Support <i>Role examples include administration officer, ward clerk, finance manager, IT professional, biomedical engineer, food services assistant, corporate executive</i>	85%	15%	17%
Health Professionals <i>Role examples include theatre technician, early childhood educator, physiotherapist, social worker, sonographer, research assistant</i>	87%	13%	11%
Junior Medical Staff <i>Doctors in Training, including intern, hospital medical officer, registrar, senior registrar</i>	74%	26%	9%
Nursing & Midwifery <i>Role examples include graduate nurses and midwives, enrolled nurses, registered nurses, nurse practitioner, nurse unit managers, clinical nurse/midwife consultants</i>	99%	1%	50%
Senior Medical Staff <i>Specialist medical staff including obstetrician, gynaecologist, surgeon, neonatologist, anaesthetist, head of unit, clinical director</i>	63%	37%	13%

Table 1.1: The proportion of women and men by occupational group.

Leadership

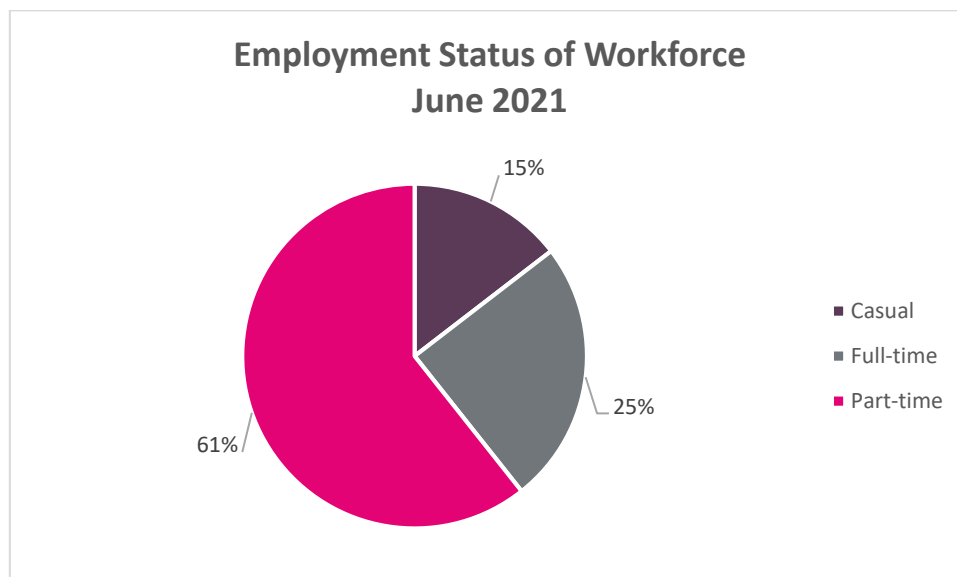
Our leadership has a balance of gender representation, with our Board Chair, CEO and 50% of our executive team women. While our percentage of women employed overall is high, we do not retain that high percentage across all levels of management, as displayed in the image below.



Employment status

The majority of our workforce is part-time (61%).

The part-time cohort are predominately women (91%) and women constitute 79% of all full-time employees and 93% of all casual employees.



Graph 1.1: Employment Status of Workforce

Indicator 2 – Gender composition of governing body

As of 30 June 2021, women comprise 70% of the Women's Board and men 30%. This gender composition remains consistent compared to previous years. The Chair of our Board is a woman.

Indicator 3 – Pay equity

The GE Workplace Audit tool looks at pay in several ways, base salary and total remuneration and then views both the median for both measures. The definitions of base salary and total remuneration are detailed below.

Base Salary - The full-time annual base salary in the relevant Award/Agreement for the employee's classification, not actual earnings. Exclude employer contribution to superannuation. Include any packaged or salary sacrificed component, annual leave, leave loading, long service leave, workers compensation payments, penalty rates. Figures are gross, for a complete pay year, and converted to the equivalent of 1 FTE. Base salary includes above award payments if made to an employee.

Total Remuneration - Includes base salary plus any additional benefits whether payable directly or indirectly, whether in cash or in a form other than cash. It includes bonuses, superannuation, overtime, and penalties paid on overtime, allowances and any other amounts. This does not include an amount you pay under the government-funded paid parental leave scheme.

The table below provides an overview of the gender pay gap results all staff.

	Gender Pay Gap
Median Base Salary	43.2%
Median Total Remuneration	42.4%

Table 3.1: Median Base Salary Gender Pay Gap – All Staff

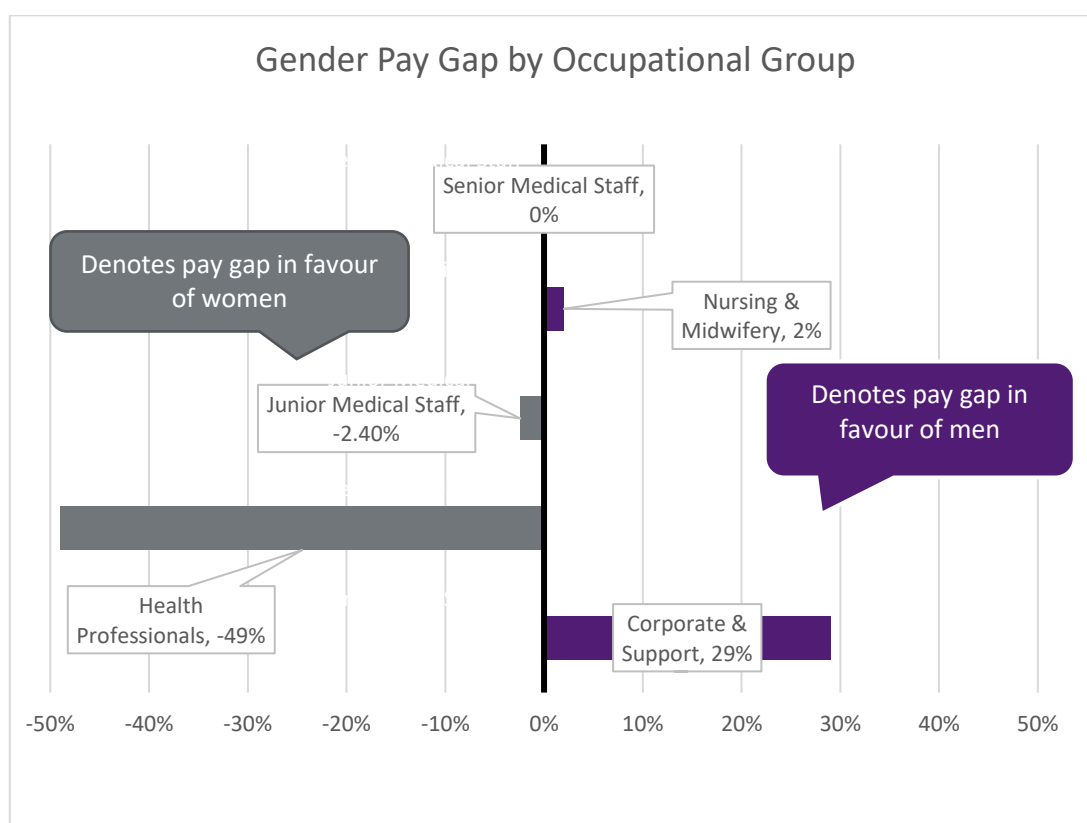
When looking at the median base salary for all staff at the Women's, women earn 43.2% less than men.

Gender pay gap measures the median pay within our workforce. As our workforce is highly gender segregated, with some professions being female or male dominated, it is not an accurate reflection of equal pay for equal work. To have a greater understanding of how the pay gap is influenced by occupational gender segregation we have reviewed the gender pay gap by Occupational Group. These details are outlined in Table 3.2 below.

Occupational Group	Gender Pay Gap
Corporate & Support	29%
Health Professionals	-49%*
Junior Medical Staff	-2.4%*
Nursing & Midwifery	2%
Senior Medical Staff	0%

*Negative value denotes a pay gap in favour of women

Table 3.2: Median Base Salary Gender Pay Gap by Occupational Group – All Staff



Graph 3.1: Median Base Salary Gender Pay Gap by Occupational Group – All Staff

It is important to note that the roles included in these occupational groups are diverse, and therefore we are not comparing equal pay for equal work. The occupational groups with the biggest difference in role types are the ones with the largest pay gap, and those with the more similar roles are the ones with the smallest gap. We are committed to gaining a deeper understanding of equal pay for equal work, such as implementing the Health Sector Level to the CEO classification framework developed by the Commission.

Indicator 4 – Sexual harassment

The Women's received no formal complaints regarding sexual harassment in the workplace during the reporting period, however 5% of People Matter Survey respondents reported experiencing sexual harassment in the past 12 months. This is consistent with our comparator group (7%).

The 2021 People Matter Survey provides an insight into the employee experience relating to this indicator:

Statement	All	Women	Men	Not classified
I feel safe to challenge inappropriate behaviour at work	59%	60%	76%	30%
My organisation takes steps to eliminate bullying, harassment and discrimination	64%	65%	90%	26%
My organisation encourages respectful workplace behaviours	86%	85%	97%	59%

Reasons reported by respondents for those who experienced sexual harassment not making a formal complaint were also collected in the People Matter Survey. The main reasons for not submitting a formal complaint was that they didn't think the behaviour was serious enough to warrant a formal complaint (32%), and/or they believed there would be a negative consequence to their reputation for submitting a complaint (32%). It is important to note that collectively the responses that suggest a negative outcome far outweigh the percentage of responses for the reason "I didn't think it was serious enough".

Indicator 5 – Recruitment and promotion

The 2021 People Matter Survey provides an insight into the employee experience relating to this indicator:

Statement	All	Women	Men	Not classified
My organisation makes fair recruitment and promotion decisions, based on merit	58%	60%	76%	19%
I feel I have an equal chance at promotion in my organisation	46%	49%	41%	19%
Gender is not a barrier to success in my organisation	80%	80%	93%	67%
Being Aboriginal and/or Torres Strait Islander is not a barrier to success in my organisation	72%	72%	86%	63%
Cultural background is not a barrier to success in my organisation	77%	77%	90%	63%
Sexual orientation is not a barrier to success in my organisation	81%	81%	97%	70%
Disability is not a barrier to success in my organisation	61%	60%	86%	48%
Age is not a barrier to success in my organisation	72%	72%	86%	52%

The Women's results for fair recruitment and promotion decisions were low for questions across a range of indicators, but higher than our comparator group. There were differences in the perceived barriers to success were experienced amongst people of different genders, and those who belonged to intersectional cohorts.

Indicator 6 – Leave and flexibility

There were no formal flexible working arrangements in place across the organisation at 30 June 2021. This Audit has identified a data limitation relating to our recording of formal flexible working arrangements. Work will be done to gain an understanding of the use of informal flexible working at the Women's.

During the reporting period 216 employees accessed parental leave, of which 95% were women and 5% men.

Ten employees exited the Women's during their period of parental leave, 8 voluntarily and 2 involuntarily (due to the end of fixed term contracts). All leavers were women.

The 2021 People Matter Survey provides an insight into the employee experience relating to this indicator:

Statement	All	Women	Men	Not classified
My organisation would support me if I needed to take family violence leave	80%	81%	90%	67%
I am confident that if I requested a flexible work arrangement, it would be given due consideration	61%	61%	76%	33%
My organisation supports employees with family or other caring responsibilities, regardless of gender	66%	66%	86%	41%

Indicator 7 – Gendered segregation

Women make up a higher proportion of certain occupations and industries, while men are more represented in others. This gendered segregation is driven by gendered norms and stereotypes about what work is appropriate for men and women, as well as structural factors including access to flexible working arrangements. Gendered workforce segregation reinforces gender inequality and widens the pay gap, as the average pay is lower in industries and occupations dominated by women.

At the Women's our Gendered segregation results by ANZSCO codes were:

ANZSCO code major group	% Women*	% Men*
1 – Managers (<i>Nursing Clinical Director Code only</i>)	100% (12)	0% (0)
2 - Professionals	90% (1,753)	10% (203)
3 - Technicians and trade workers	44% (22)	56% (28)
4 - Community and personal service workers	97% (63)	3% (2)
5 - Clerical and administrative workers	86% (349)	14% (58)
6 - Sales workers	0% (0)	0% (0)
7 - Machinery operators and drivers	0% (0)	0% (0)
8 – Labourers	0% (0)	100% (3)

Table 7.1: Gender composition by ANZSCO code major group. * Figures in brackets

The Women's has a highly segregated workforce. Going forward, it will be important for us to review how this segregation compares to the broader workforce in Victoria, to consider if there are any barriers to participation in these occupations, and if this segregation is in line with our patients' preferences and needs.

Strategies and measures

The below strategies outline how the Women's will work towards improving Gender Equality through our Gender Equality Action Plan over the next four years.

The headings represent the indicators outlined in *the Act* and by the Commission. The Women's has identified priority actions to work towards improvement within each of these areas.

The Commission for Gender Equality in the Public Sector supports and encourages organisations to evolve their Action Plan as they continue to learn and grow in maturity.

Pay equity

Action	Measurement	Timing
Conduct a gender pay gap review of employees on individual arrangements including above award allowances	<ul style="list-style-type: none"> Review completed 	2024
Conduct a review of the drivers of our gender pay gap, including analysing equal pay for equal work.	<ul style="list-style-type: none"> Reduction of the gender pay gap 	2024

Workforce composition

Action	Measurement	Timing
Enhance data collection processes, systems, and how we represent demographic data related to gender	<ul style="list-style-type: none"> Systems are updated 	2022
Enhance data collection of Aboriginal and Torres Strait Islander Status and Disability Status of workforce	<ul style="list-style-type: none"> Increase completions of demographic data 	2022
Review and assess best practices related to data collection of other intersectional data (cultural identity, religion, sexual orientation and gender identity)	<ul style="list-style-type: none"> Increased completion of demographic data 	2023
Move toward the Health Sector Level to the CEO classification framework as published by the Commission in September 2021.	<ul style="list-style-type: none"> Framework implemented 	2023
Develop and socialise the Women's Diversity, Inclusion and Belonging Framework	<ul style="list-style-type: none"> Framework developed Improvement in PMS results to "Senior leaders actively support diversity and inclusion in the workplace" 	2023
Implement the Women's Innovate Reconciliation Action Plan	<ul style="list-style-type: none"> RAP implemented Improvement in PMS results to "Being Aboriginal and/or Torres Strait Islander is not a barrier to success in my organisation" 	2024
Implement the Women's 2 nd 3 year Disability Action Plan	<ul style="list-style-type: none"> DAP implemented Improvement in PMS results to "Disability is not a barrier to success in my organisation" 	2025

Sexual harassment

Action	Measurement	Timing
Include gender in our reporting template for sexual harassment complaints	<ul style="list-style-type: none"> Changes implemented 	2023
Review and update the Respectful Workplace Behaviours Mandatory Competency education package	<ul style="list-style-type: none"> New competency is launched 	2022
Ensure staff have successfully completed the Respectful Workplace Behaviours mandatory competency	<ul style="list-style-type: none"> 85% completion rate Improvement in People Matter Survey (PMS) results to “My organisation takes steps to eliminate bullying, harassment and discrimination” 	2022
Implement the Safe to Speak Up project to promote psychological safety and encourage staff to speak up about unacceptable behaviours	<ul style="list-style-type: none"> Safe to Speak Up project implemented Improvement in PMS results to “I feel safe to challenge inappropriate behaviour at work” 	2023
Review process for preventing and responding to workplace sexual harassment to ensure best practice	<ul style="list-style-type: none"> Improvement in PMS results to “My organisation takes steps to eliminate bullying, harassment and discrimination” 	2024
Investigate mechanism to encourage early intervention for sexual harassment	<ul style="list-style-type: none"> Improvement in PMS results to “My organisation takes steps to eliminate bullying, harassment and discrimination” 	2024
Communicate process for preventing and responding to workplace sexual harassment to managers	<ul style="list-style-type: none"> Improvement in PMS results to “My organisation takes steps to eliminate bullying, harassment and discrimination” 	2024

Recruitment and promotion

Action	Measurement	Timing
Build and implement a framework to easily identify learning and development opportunities to improve reporting of career development opportunities in the Workforce Data Audit	<ul style="list-style-type: none"> Framework implemented 	2023
Streamline the process for consistent recording of higher duties assignments of greater than two weeks	<ul style="list-style-type: none"> Process implemented 	2023
Develop and implement a talent and succession program at the Women’s for targeted roles	<ul style="list-style-type: none"> Program implemented 	2023
Review recruitment process for senior roles to ensure best practice for gender equality	<ul style="list-style-type: none"> Improvement in PMS results to “I feel I have an equal chance at promotion in my organisation” 	2025
Invest in and increase the availability of leadership and professional development	<ul style="list-style-type: none"> Improvement in PMS results to “I am satisfied with the way my learning 	2023

opportunities for staff, volunteers and management	and development needs have been addressed in the last 12 months"	
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Gendered segregation

Action	Measurement	Timing
Develop a communications plan to educate staff on and promote gender equality across the Women's	<ul style="list-style-type: none"> Improvement in PMS results to "My organisation uses inclusive and respectful images and language" Improvement in PMS results to "People in my workgroup actively support diversity and inclusion in the workplace" Improvement in PMS results to "Senior leaders actively support diversity and inclusion in the workplace" 	2024

Leave and flexibility

Action	Measurement	Timing
Develop a process to more easily identify individuals who have requested flexible working arrangements to monitor the availability and utilisation of flexible work arrangements	<ul style="list-style-type: none"> Improved ability to identify staff who have requested a flexible work arrangement 	2024
Build an understanding of the barriers to staff accessing family violence leave	<ul style="list-style-type: none"> Improvement in PMS results to "My organisation would support me if I needed to take family violence leave" 	2024
Promote the availability and usage of family violence leave	<ul style="list-style-type: none"> Improvement in PMS results to "My organisation would support me if I needed to take family violence leave" 	2022, 2023, 2024, 2025, 2026
Provide formal learning opportunities for managers to support staff who may be experiencing family violence	<ul style="list-style-type: none"> Improvement in PMS results to "My organisation would support me if I needed to take family violence leave" 	2022, 2023, 2024, 2025, 2026
Investigate utilisation part time and casual work arrangements and if other models would be preferred	<ul style="list-style-type: none"> Improved understanding of whether our employment models are suiting the needs of our staff 	2023
Consult with staff who have family and caring responsibilities on ways flexible working could support them	<ul style="list-style-type: none"> Improvement in PMS results to "My organisation supports employees with family or other caring responsibilities, regardless of gender" 	2024
Develop policies and resources to help managers support flexible working	<ul style="list-style-type: none"> Improvement in PMS results to "I am confident that if I requested a flexible work arrangement, it would be given due consideration" 	2024

Strategic Resourcing

The Women's Gender Equality Action Plan has been highlighted as is a key organisational priority in our *Strategic Plan 2022-2025*. To ensure delivery against these priorities and to meet our obligation under *the Act*, the following resourcing arrangements will be implemented:

- An allocated budget, through existing budget lines. This will be refreshed on an annual basis in line with our organisational budget process. If required we will redirect budget to meet our Gender Equality Action Plan commitments.
- Resourcing through existing and potential new position(s). Implementation of the Gender Equality Action Plan will be led by the People and Patient Experience directorate, with actions assigned to a range of key stakeholders and areas of expertise across the Women's to ensure we achieve our objectives.
- Commitment of staff time to participate in training and other activities designed to raise awareness, knowledge and skill development. Where relevant, professional development time will be offered to staff.

Governance and measuring progress

Below is the governance structure and committees that oversee the Women's Gender Equality Action Plan.



We will report on progress towards our Gender Equality Action Plan regularly at the Women's and complete the Workplace Gender Audit every four years to ensure we are making progress towards gender equality.

Thank you

For further information please contact

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