

Gender equality framework

 Leadership	 Values	 Representation and equal pay	 Women's voices	 Flexible work
<p>Leaders understand the harmful nature of gender inequality and how it is compounded by other forms of disadvantage.</p>	<p>Workers understand and recognise the problem of gender inequality and the need for improvement.</p>	<p>Women are equally represented across the workforce.</p>	<p>Women's perspectives and experiences are elevated across the organisation.</p>	<p>All workers are supported to work flexibly.</p>
<p>Leaders promote gender equality in the workplace and take necessary action towards achieving gender equality.</p>	<p>Workers behave respectfully to one another and reject gender stereotypes.</p>	<p>Workers receive equal pay and superannuation for work of comparable value.</p>	<p>Processes for public consultation and feedback are inclusive of women and value women's participation.</p>	<p>There is increased uptake of flexible work.</p>
<p>Leaders and senior staff are held to account for their behaviour and the culture of their workplaces.</p>		<p>Women are equally represented in leadership positions, including boards.</p>	<p>Leaders anticipate and plan for the gendered impacts of public-facing services, projects or initiatives.</p>	<p>Procedures and conditions to support family violence leave are in place, and there is flexibility for people experiencing family violence.</p>
 Pregnant workers	 Recruitment and progression	 Safety and respect in the workplace	 Data collection and reporting	 Monitoring and evaluation
<p>Pregnant workers are supported and no worker experiences pregnancy discrimination.</p>	<p>Recruitment, promotion and selection processes are fair and impartial, and mechanisms exist to address and reduce bias.</p>	<p>Comprehensive measures are in place to eliminate sex discrimination, sexual harassment and victimisation.</p>	<p>Key gender equality indicators, including targets and quotas, are regularly collected and reported on.</p>	<p>Gender equality strategies or action plans are regularly reviewed and updated in consultation with workers.</p>
<p>Parenting and caring responsibilities are not barriers to progression and promotion.</p>	<p>Women have equal access to professional development and training.</p>	<p>A best practice, victim-centric reporting and complaints process is in place that workers trust as being fair.</p>	<p>Gender disaggregated data is collected, along with data about Aboriginality, age, disability, ethnicity, gender identity, race, religion and sexual orientation.</p>	<p>The impact of gender equality strategies is regularly assessed, including through analysis of data, to drive continuous improvement.</p>
		<p>Responses to sexual harassment and discrimination are timely, thorough and consistent.</p>	<p>Data analysis is supported by processes to address risks and issues.</p>	<p>Progress is measured against any set targets and quotas relating to gender equality.</p>