## Gender impact assessments

Table 1 - Gender impact assessments progress							
Required	Required	Required	Required	Required	Required	Recommended	Recommended
Title	Subject	Description	Status	Confirm if actions taken	Describe actions taken	Confirm intersectionality considered	Explain intersectional lens applied
What is the title of the policy, program or service that was the subject of the GM? Please use one row for each GIA completed. When reporting on multiple actions taken, include this information in the relevant single cell.	Was the subject of the GIA a policy, program or service?  For definitions of policies, programs and services, please refer to the guidance materials at Appendix. A: Clossary of terms.  Use the drop-down menu in the cell to select your answer.	Provide a description of the policy, program or service subject to the GIA.	new, or up for review? Use the drop-down menu in the cell to select your answer.	to meet the needs of people of different genders, address gender inequality and promote gender equality as a result of the GIA? Use the drop-down menu in the cell to indicate whether or not actions were taken as a result of the GIA.	Describe the actions taken to develop or vary the policy, program or service to meet the needs of people of gender equality.  When reporting on multiple actions taken, include this information in one cell. You can press all venter to include need time.	discrimination that people may experience on the basis of intersectionality?	If this was not done, explain why this was not practicable.
mergency Management Plan - Cranbourne	Palicy	The emergency management plan aims to provide site safety and security as well as response in the event of an emergency. Evacuation, Assembly, Communications, Access and Egress, Procedures for emergencies.	For Review	Yes	All the drafting phase two workshops were held to examine how the plan impacts stakeholders. These workshops found ereas for improvement. The plan is tested regularly, following this areas for large large the plan area for the plan area for the plan and/or taking ECO members. The debried the plan and/or taking ECO members. The debried proforms was updated to include the proof. Yever any grapps more greatly impacted than others? Additional communication strategies such as the use of bornel and the plan area of t		Broad discussions in the workshops regarding user groups, including those wit a disability and cultural groups that use the gardens.
g de la composición del composición de la composición de la composición del composición de la composic		A large scale licitation even for the general public to experience the Gardens silter dark. The event includes Gardens silter dark. The event includes Cardens with flood and beverage explicit along the way	New	Ves	The people who are targeted for the event are considered in a number of ways inciding:  1. their internet in such an event in a number of ways inciding: 1. their internet in such an event incided prices.  3. their need for a qualete environment due to sensory to the prices.  3. their need for a qualete environment due to sensory to their distance for the event different wow limes to allow people to sevel accordingly).  5. to their glists be four a internetation should an event on their phone, on a computer on t		Discussion took place at length and at multiple times about the pointfall authorized and meeting their varying needs.  The product of the pro
Changing Places Facility	Service	The project was to install a Changing Places Facility (disabled access toilet and changing facility) in the Observatory	New	Yes	The project itself was addressing a major gap in the precinct (Botanic Gardens, Shrine, Domain, Government House) where someone with high accessibility needs previously could not go to the toilet.		Discussion took place with the Department of Families, Fairness and Housing about the need for a Changing Places Facility in the precinct and the needs that such a facility would address.

MPORTANT: When inserting new row(s) to this table, please ensure they are inserted above these two black rows

# Example(s)

Title	Subject	Description	Status	Confirm if actions taken	Describe actions taken	Confirm intersectionality considered	Explain intersectional lens applied
Example: Sports ground use and permits policy		This policy guides the hire and use of all Council's postprogrands and facilities by sports clubs and the public. The policy cultimes eligibility criteria for process, fees, payment options, cancellation options and expectations of use.	For review		Amended the policy to include a commitment to allocate your of the total questional thing capacity to new and and general control of the policy of the control of the con		Course conducted research and participated in consultation to ensure the GN considered intersectionsity, it was identified that larguage and shared in the consultation of the consultation of major access barriers for culturally and linguistically diverse (CALD) women. Coursel has addressed these concerns in amending the policy, committing to implementing private changer corn areas and increased signage in a variety of languages.

#### Strategies and measure

Table 2.1 - Strategies and measures progres Required Strategies and measures	Required Status	Required Status description	Recommended Evaluation of success	Recommended Timeline	Recommended Responsible	Recom	mended	Releva	ant indic	ator(s)	
List your organisation's strategies and measure. You'de one strategy or measure These or an a glored store they only one These some and the strategy of the Theorem and the proof EAP of processing sprace specially in your workstoo.	Accept and stately or measure a state from the following list.  "Compating includes that all planned activities and the compating of the compating includes the compating of the	Describe over progress in irreferenceting each starting or measure in year. GEAP.  GEAP.  In particular, you meet to explain:  In particular, you meet to explain:  In the dispolaries many and the particular of particular of particular of particular of particular of particular of the particular of th	specified in your GEAP: - other evaluation markers that may not have been specified in your GEAP, such as participation levels, outcomes, or changes resulting from the strategy or measure, a other ways the strategy or measure in a such as the strategy or measure in a such as the strategy or measure in a such as promoting gender equality in your defined entity.	If your CEAP included a smallne for action or implementation for replanmentation for includes the similar below. He was a transfer to be the control of the	Include the role or team responsible for a strategy or measure.	that the See the	action wa	as design rs key to	ed to ad the right	dress. of this tal	6 :
Conducting an audit of feed term roles, in consultation with the CPSU, to ensure they are genurally fixed term, and implement conversion of fixed term roles to permanent where appropriate and communicate outcomes of the audit to impacted staff.	In progress	A working group consisting of employees and the CPSU have focused on this piece of work which has culminated in a number of employees being convented to engoing and a review all undexway on the remaining flaed term cohort. This is also aligned to the new federal legislation limiting the use of fixed term contracts.	Audit has been completed by due date. Actions are being implemented through discussions with relevant employees and union.	Dec-23	People & Culture	×					
Implementing a mentoring program that encourages women, people with a disability, people who identify as aboriginal of Tories Strat Islander, people from a culturally diverse backglound, or people who identify a LIGBTIQ+ to participate and prepare for promotional opporturations and actively support their participation in such opportunities.	Not stated	This was due to be completed by 90 June 2004 but a review of resourcing requirements and capacity means we will filled year for the to bits 2003 from the other between the well than about been aligned to a similar differentiable in our innovable Reconciliation Action Plan.	N/A	original date 30 June 2024, revised date Sept 2025	People & Culture	×				×	х :
Addressing data collection gaps for new and current employees to ensure RBGV has more comprehensive intersectionality data for future analysis and reporting.	Complete	With the support of an employee and union working group, we put together a survey and serf it out to all employees explaining why we were recommended to the purpose of the purpose of the purpose recommended to the purpose of the purpose of the purpose suppose and the weight purpose of the purpose of the purpose governing body. We have also updated our enhancing documentation on ensure we outputs retrestoriestify date as a matter of course with explanations as to why and how the data will be used.	RBGV has collected intersectional data from current employees and now routinely collects relevant information from new employees.	Dec-22	People & Culture	×	x	×		×	×
Supporting the Minister to maintain and increase diversity of RBGV's governing body	Complete	A new Board was selected and commenced in October 2023.	Composition of the new Board represents a significant improvement in diversity which will be reflected in the next data audit due in 2025.	Jun-23	Director and Chief Executive		х				
Updating the Higher Duties, Additional Duties and Secondment Policy to specify that part timer/limed term employees must be given equal access to opportunities.  Reviewing the process for appointment of	Complete  Complete	Pulcy was updated and managers and staff meminded of the requirement to consider at staff categories when determining higher duties opportunities.  As part of our EA regolitation, we expanded the eligibility for first aid offices to receive the pareners and this included out time or food fem.	In the first reporting period (to 30 June 2021), a total of 4 employees who were part time or fixed term undertook higher duties and sectived the respective payments. In the second reporting period (to 30 June 2023), this increased to 18.	Jun-22	People & Culture People & Culture; OHS			×		x	
Reviewing the process for appointment of First Aid Officers and other roles that attract advances and remove any process that advances and remove any process that against part time or foed term employees.		employees.	in the first reporting persion (be 00 June 2021), a footh of 7 employees with owner part time or fixed form accessed allowances. In the secont reporting persion (be 30 June 2023), this increased to 27. This will partly be due to RBDV expanding the eligibility for employees to access the first aid payment (accounts for an additional 7).		Committee						
Changing eligibility for employees on or returning from parental leave to enable them to actively progression step increments or top of band bonuses.	Complete	Durin EA negestatoria in late 2021, the measure classes uses adolded to have been despised to the control of t	All employees on or returning from paemals leave since this plan was finalised have received the progression step increment or top of band bonus.	Jun-22	People & Culture			×			
Conduct a pay review, in consultation with CPSU, of identified positions in RBGW and work to resolve any undervaluation.  Establish an anonymous reporting process for instances of sexual harassument in the workplace and resure this process has adequate response and support mechanisms. This includes communicating to all staff to	Not stated In progress	We have consulted with the staff working group and the CPSU and appeal that this recito to be reviewed adopted a commitment in our EA to review the such level descriptors. This work will committee to the Centurary 2026 or the Interfaces for the winners for the review of the contraded out of the Centurary 2026 or the Interfaces for the winners for the contraded out of the Centurary 2026 or the Interfaces for the Interface f	N/A N/A	Original date 30 June 2023, revised date Dec 2024  Original date 30 June 2023, revised date April 2024	People & Culture People & Culture			×	×		
ensure employees are aware of the new system and their rights in relation to making a compilaint. Introduce a case management support system	Not stated	urgent actions or conceims. We articipate this going live by March 2024 following a rollout to all managers and staff.  Due to resource constraints, this will be delayed for completion till later in	NA	Original date 30 June 2023,	People & Culture				×		
for all parties involved in a sexual harassment complaint to ensure wellbeing is monitored and supported.  Refresh and deliver Appropriate Workplace Behaviour training to all staff every two years.	Complete	2024. Susan Halliday AM, former Australian Sex Discrimination Commissioner	Materials have been updated and training provided to staff	revised date Dec 2024  December 22 then December 24	People & Culture				×	×	×
Reviewing and updating the Complaints policy and procedure to include support that's available and possible resolutions.	Complete	soular installar, pair, status chairs and a status continuous con- trained frames and a status contraction of the status contraction of the status chairs and status contraction of the status chairs and the status chairs and the status chairs and status chairs and the pairs and the chairs and the status chairs and the status chairs and Palicy was updated however will be neviewed again conce stritter work in donce on implementing arraymous reporting process and supports for those making sexual harassiment complaints.	N/A	Jun-23	People & Culture				×	×	×
Finalong a Positive Daly Flan in correlation with CFBU, and rolling out to all employees outling out of ball outling out of ball outling out of ball outling out of ball outling and and out outling and and outling and and outling and and outlined to be a second outlined to be a second outlined to be a second outlined to the workplace.	Complete	Plan was finded in August 2023	Plan is in place and positive duly training for all line misages has taken place with settlement to string the in early 2025 in 16 and 2025 i	Sep 22 was the completion date set out in our GEAP however this was completed by August 2023	People & Culture				×	х	x
Implementing a pre-field trip briefing that outline expected behaviours and what to do if employees feel uncomfortable when on a work trip away from home. Reviewing processes in place to ensure	Complete Not started	managers who supervise field trips have been provided with a briefing and a script to ensure they deliver this to employee groups each time prior to a field by commencing.  This is due for completion in June 2024	N/A	Jun-23 Jun-24	People & Culture Science/Horticulture Leadership People & Culture Serior Leadership				x		1
tife away from home. Reviewing processes in place to ensure volunteers, contractors, tenants and other on- site workers are aware and comply with policies and procedures relating to behaviours on RBGV sites. Encouraging external bodies who provide scholarship opportunities to change eligibility	Complete	Criteria for scholarships advertised at RBGV have been updated and now include (and encourage) part time or fixed term employees to apply.	Eligibility requirements have been amended to be inclusive of all employment	Dec-23	People & Culture Serior Leadership	×		×		×	+
requirements to not exclude part time or fixed term employees Promotting higher duties and secondment opportunities for those in part time and fixed term roles	Complete	This was relierated to managers at training sessions in early 2022.	types  In the first reporting period (to 30 June 2021), a total of 4 employees who were past time or fixed ferm undertook higher duties and received the respective payments. In the second reporting period (to 30 June 2023), this increased to 18.	Dec-22	People & Culture Senior Leadership	×		×		×	
Implement "Blind" recruitment processes and provide training to all line managers on unconscious bias	Void/cancelled	In researching this piece of work, the administrative burden associated with inglementing a "bind recruitment" process is proving prohibitive. REGOV will intend focus on stateogy and measure 7.1 which raises awareness of unconscious bias and link it back to recruitment processes.	NA	Jun-24	People & Culture					×	
Reviewing the career development and promotional opportunities of our Aboriginal and Torres Strate Islander employees to ensure we are not restricting this group to roles that deliver indigenous content. Beviewing the process for companion with	Not stated	This action has been aligned to a similar initiative outlined in our innovate Reconciliation Action Plan with a revised completion date of December 2024  Work on this has commenced but the to workload and resource.	N/A	Original date Dec 2023, revised date Dec 2024  Original date June 2023, revised	People & Culture	x				×	
Reviewing the process for engaging with employees on parental leave to ensure opportunities for promotion, secondiments, cameral development are undestood and accessible where practicable. Assessing how any changes made have impacted on the promotion, higher disease, second-ment or other cameral development opportunities.		Work on this has commenced but due to workload and resource commitments, completion date will need to be extended to Dec 2024.		Original date June 2023, revised date Dec 2024							
Incorporating information on flexible working arrangements into the formal orbicarding process Communicate the parental leave changes achieved through the EA negotiation process to ensure the support for all gendles in balancing work and carer responsibilities is understood.	Complete Complete	This now forms part of the checklist when new starters meet with their HF Business Patther in week one of employment. Advised to all line managers in training sessions (31 March and 4 April) and employees in all staff information sessions conducted in early 2022. Relevant clauses updated in EA during negotiation period.	76% of our staff feel confident that if they requested a FWA, it would be given due consideration. This is up from 74% in 2021 but down from 79% in 2022.	Jun-22 Jun-22	People & Culture People & Culture						x
Introduce a formal process for returning employees from periods of parental leave to discuss options for reduction of hours, flexible	In progress	Relevant disuses updated in EA during negotistion period.  Work on this has commenced but due to workload and resource commitments, completion date will need to be extended to Dec 2024.	consideration. This is up from 74% in 2021 but down from 79% in 2022.	Original date Dec 2023, revised date Dec 2024	People & Culture Line Managers						×
work requests and career development.  Monitor and enforce work expectations so that they match adjusted or reduced hours in flexible working arrangements.	Complete	This was spelled out clearly to managers and employees in the training and information sessions held in 2022.	76% of our staff feel confident that if they requested a PWA, it would be given due consideration. This is up from 74% in 2021 but down from 79% in 2022.	Jun-22	People & Culture Serior Leadership						+
Expand the current EEO contact officer program to incorporate Family Violence support. Once established, roll out comprehensive training and support to improve awareness.	Complete	We refreshed our contact officer pool and provided comprehensive training to them on EEO matters as well as Farrily and Domestic violence. Communication was provided to all staff on the new Contact Officer network and services and how to access them. This was completed in 2015.	In the 2021 PMS, 77% of our staff agreed or strongly agreed with "my organisation would support me if I needed to take family violence leave. This increased to 93% in the 2023 survey.	Dec-23	People & Culture						x
Review Family Violence Leave Policy and process and address any barriers to taking this leave.	Complete	RBGV developed, in consultation with staff and the CPSU, a Family and Domestic Violence Support policy and an associated FAQ document. At staff were invited to information sessions to roll this cut and managers were trained in their responsibilities and obligations relating to this. This was completed in 2022.		Dec-23	People & Culture						x
Review communication about Family Violence Leave and ensure employees are aware of their rights in relation to accessing this leave.	Complete	As part of the roll out of our poley and FAQ above, this was incorporate into the information sessions for all staff.	in the 2021 PMS, 77% of our staff agreed or strongly agreed with "my organisation would support me if I needed to take family violence leave. This increased to 93% in the 2023 survey.	Dec-23	People & Culture						x
Training and education provided to all staff, particularly at leadership levels, on unconscious bias, micro-aggression and other factors that may impact on women and people from diverse backgrounds progressing in non- stereotypical roles or departments.	In progress	This is being planned and will be rolled out during early 2024	N/A	Jun-24	People & Culture	x		x		x	

1	Gender composition of all levels of the workforce.
2	Gender composition of governing bodies.
3.	Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender.
4.	Sexual harasament in the workplace
5.	Recruitment and promotion practices in the workplace.
6.	Availability and utilisation of terms, conditions and praticios relating to: family violence leave - family violence leave - family believe leave - famile working arrangements - working arrangements supporting employees with fam or caring responsibilities
7.	Gendered segregation within the workplace

Seek to create a network between other public sector agencies to increase secondment opportunities		We have reached not to Zoos Victoria and more recently, Philip Island Nature Parks. This collaboration is towarder than just secondiments but we have already talked to Zoos about the potential of an employee secondiment and are working through this now. The idea will be to have a conformation are working through this now. The idea will be to have a format secondiment and entering the contract of	N/A	Dec-24	People & Culture				х
Review RBGV's allocation of Australian and New Zealand Standard Classification of Occupations (ANZCO) codes and investigate further the potential reasons for gendered segregation to be able to formulate further actions in this space.	Not stated	This is due for completion in June 2024	N/A	Jun-24	People & Culture				

IMPORTANT: When inserting new row(s) to this table, please ensure they are inserted above these two black rows

#### Example(s)

1	Strategies and measures	Status	Status description	Evaluation of success	Timeline	Responsible	1	2	Relev.	ant indic	ator(s)	6	7
	Example: Address gaps identified in collecting intersectional data as part of employee and payout systems	Complete	This strategy was implemented in March, 2023. A payed by plants film was engaged to appeals out pythems to appear. A payed by plants film was engaged to appeal out pythems to appear. A payed by plants film was engaged to appear to a payed to appear to the plants of th	Although originally anticipated for implementation in 2022, delays meant this strategy was implemented in March 2023, intersectional data is being collected as part of mew recurriements and promotions, and violating updates by existing staff. New intersectional data as part of our 2020 per collection of the collection of the New intersectional data as part of our 2020 per collection of the 2020 per collection of the 2020 per collection of the 2020 per collection of 2020 per collection of 202	2022	People and Culture Corporate Support	×	x	×		x	x	×

# Resourcing your GEAP

## Table 2.2 - Allocation of resources to implement the strategies and measures in your GEAP

#### Recommended

You might consider some or all of the following, in addition to any other aspects you consider relevant:

- Who implements the strategies and measures in your GEAP? What role do they perform at what level in your defined entity?
- How many staff members/FTE are allocated to implementing the strategies and measures?
- · Was enough resourcing allocated to successfully implement your strategies and measures? If not, how will this be addressed?

### **Your Comments**

Most strategies and measures in our GEAP are developed and implemented by the People and Culture Business Partners and the Head of People and Culture. The work is supported by input and monitoring of a Gender Equality Working group which includes participation of people from all areas and levels of the business and also the CPSU.

Managers at the Senior Leadership level have received training and access to resources in relation to Gender Impact Assessments, facilitated by both People and Culture and external agencies. People and Culture provided streamlined templates and documentation to support managers in meeting this requirement and also facilitated a pilot GIA to enhance awareness and understanding of the process. Subsequently, the completion of GIAs within RBGV is not the sole responsibility of People and Culture to prepare or monitor. P&C do however regularly ensure that GIAs are on the agenda at senior leadership and other relevant meetings.

Overall, approximately 0.5 of an FTE at grade 5.1 would be taken up in focussing on these strategies across these three roles in People and Culture, however this 0.5 FTE is absorbed into other responsibilties and not additional resources provided. This has impacted on our ability to deliver other critical services to the business such as training and development and performance processes. To address this and ensure we maintain Gender Equality as an integral part of the frameworks we deliver, we have had approval to add an administrative role in P&C at grade 2.2 in 2024 to free up more specialist time at P&C Advisor and Business Partner level to dedicate to the implementation and review of GEAP initiatives. We anticipate this position being on board from March 2024.

# Workplace Gender Equality Indicators

Table 3 - Workplace gender equality indicators progress Regulated	ators progress Required	Regard	commended	Recommended
Indicator	Confirm if progress	Prograes description	Factors a b c d e f g	Factors discussion
The column contains the seven workplace of the column contains the seven workplace of the column contains the seven workplace of the column co	include whether your organisation to the workplace gender equally indicators.  Use the drop-down menu in the cell to select year or hos!	Demonstra par progres in relation to each workloss genore requirely indicator. In this colorning bases eaglier why you believe changes in your data to with service and represent progress separate with inchesting the colorning progress separate control to the colorning progress separate that inchesting in the colorning progress separate that inchestic.  Figure with, you will you be an experience to any particular point CEO from A separate, or that it is not progress separate that inchestic.	Packate below whether or not one of these packet has affected you're consistency. progress egainst each notation. You are encouraged to reference these feature in your discussion in column L. See the Factore law to the right of this liskle for a description of each feature.	For these electory yes to say of the focus in the recommended cutums to the left, you are ercoupage to complete the cutum.  This cutum alone you to discuss each foot that has effected your againsteams progress in releast to any of the worth-lock gender equally inclusion.
Indicator	Confirm if progress	Progress description	a b o d e	Factors discussion
Gonder composition of all levels of the workforce	, es	Owner commoning and filling at the workers it has adjusted to graph employed "SIOT 221. All compares an employed at SIOT 101 was a single and the side of the side		
		in-16 DI Jacobia Sim and a 20 DE page of a company of the company of the contraction of t		
		own set men at 2 set and the and		
		enched. The special subjectives the stand and for a filter of the stand and standard and the standard and th		
		Assignation Town State Barder and in 2021 was represented all-ref-2 and 4.5 in 2023 all Assignated washer Town State Barder and it among the law 4.5 in 3.5 in 3.5 in 4.5 in 3.5		
		Seared Directation to data was available book send crimination in 2021 to 7023 aye cert (p=10) of people sepressed a send crimination that was the area with blessed gray of below, or self-sendard, the Autorides Department of health reported in 2021 to sepred in 20		
		Language other than English spoken with training or community; in 2021's specient of reviews and it per cent of men spoke a playage other than English values. Si women, Si men, 0 and secretarial in the presenta an increase of women who spoke a language other than English with family or community (mids, 32 women, 51 men, 0 and-secretarial). This represents an increase of women who spoke a language other than English with family or community.		
Gender composition of governing bodies	Yes	Genetic composition of governing body, In 2021, 71 per cent of the governing body were women and 29 per cent were man (NeV, 5 women, 2 men). In 2023, 55 per cent of the governing body were women and 17 per cent were man (NeV, 5 women, 1 men), In 50th 2021 and 2021 the governing body char was a women.		
		Interestential Data Control (Data Control the RECO) general good, data related there was no dentally first bistore, abland religion, seared increasing, or establish, One hander general of the government bedy among the years of all most and described and the relation of the receiving from member.  - No member and described and other or control of the receiving from member.  - The members of electric of the order of the receiving from the receiving the receiving the members.  - The received of control or control o		
		This iden includes that there were no significant charges to the demographics of the governing body, there was a marginal increases in the representation of women, though understanding any potential barriers and actions to increase interactional representation would benefit the governing body and 890 V as a winds.		
Cignal removation for even do equal to contain the	<b>3</b>	(sold femoment in 2011 per provide the second part of the second part		
		Observable that the state of the first is an adult in the 2011 reptripated. It is 2012 actifut yourse at state the whiteleth is proved in the first that the state of the stat		
		Pedgen in that sock regions which the Carlo grade many or any properties of the Carlo grade many or any or		
Sexual harassment in the workplace	Yes	In 2011 contractivation of extended impacts and administrative makes the Prophistical since provide provide place and of man, and jet exist of packs in substitution.  In 2011 contractive makes the provided in the provided in the properties of the provided in the provide		
		Tention of the second as an of wells for self sports of second beasoned for the identity demographs groups Apon Dealthy Cultural tenting. Self-part of Second Deviation.  Total of the the beas in recondered in report of second beasoned of Self-part of S		

Recruitment and promotion practices in the workpace	Yes	(Nexellment) To fit peeple share recruited for a for own two reasons. To be govern the country of the country o	
		Lower and employment beats in 2017 recolment to belief 10 to 2 to a low. A three benefit overall only on man was recolled in that sheel 4.2 in healthing positions -0 to -5.  The control proper and commonly positions were recolled. Now common were recorded to the form common positions were recorded to the common positions are recorded. Now common were recorded to the common positions (in 5.2) are recorded to the common positions of the common positions (in 5.2) and the common positions are recorded to the common positions (in 5.2).	
		dute activities recentable to cassal positions (pre.). So where it aims () self-described.) dute are mire restruction for cassal positions (pre.). So where it aims () self-described.) dute on mire restruction (but the contact () restrict () and ()	
		In direct every level and type of employment besis, more women were rectarded, compared to men, and all besis -2 to -0 the proportion of women rectaled was higher, than other levels. (22 women, 11 min. 2 and described).	
		More voron were resulted to each employment type, compared to mine. The Signed difference was recultiment to parktime rodes, where 72.2 per cent (or 15) were warmen, 167 per cent (or 1) were men not 11.5 per cent (or 2) were people with one A-described thing grader.	
		Controller to partition freed-term rules at level all account freeding ago, where \$2.5 per cord (pr.5) were average, \$2.5 per cord (pr.5) were averaged freeding and \$2.5 per cord (pr.1) were many in partition freeding and the partition of the p	
		the depart of 2000 their departs of the control of	
Availability and utilisation of terms, conditions and practices relating to: family violence leave; and	Yes	Flacible vancing amagements  Control of the control of the control of the control of the control of pacing in many manufactures of the control of the contro	
<ul> <li>flexible working arrangements; and</li> <li>working arrangements supporting employees with family or caring</li> </ul>		In 2011, there were no poorbin to bester to posteriors bester to us formal feather vorting strangements. In 2020, these were 21 men. 18 women, and Opposite with additional posteriors bester and posterior and bester vorting arrangements. Of this graza, women and men were represented equally (milk 4 women, 4 men).	
responsibilities		There has been posters progress regarding an overall update in both vernion and men on formal facilities verticing amangements, particularly in earnor answersely, efficiently men were less represented than vernion in formal facilities working amangements overall have were a 400 per ceref increase in update from men, as competed to vernion who test a 4.5 per cert forcesee in update.	
		1 h 2013 all attracts took parent lakes were beforen the 47 and 4. The varient took parent lakes with a serger of 15.11 wake of post lakes and an emerge of 15.21 wake of post lakes and an emerge of 15.21 wake of upper lakes and an emerge of 15.21 wake of upper lakes and an emerge of 15.22 wake of upper lakes and an emerge of 15.22 wake of upper lakes and an emerge of 15.22 wake of upper lakes and an emerge of 15.22 wake of upper lakes and an emerge of 15.22 wake of upper lakes and an emerge of 15.22 wake of upper lakes and an emerge of 15.22 wake of upper lakes and an emerge of 15.22 wake of upper lakes and an emerge of 15.22 wakes and an emerge of 15.22 wakes of upper lakes and an emerge of 15.22 wakes of upper lakes and an emerge of 15.22 wakes of upper lakes and an emerge of 15.22 wakes and upper lakes and upper lak	
		Other types of base In 2001, to complexes accessed family violence bears, in 2023 one woman accessed tamp violence bears.	
Gendered segregation within the workplace	7,68	The control of the co	
		Section 2.	
		Laboration (22) and which was now endergoarders that the shortesting endergoarders and the state of the state	

Indicator	Confirm if progress made	Progress description	Factors a b c d o f	Reture discussion
Eways b 1 f Seculment and prenoted practices in the workplace	sa >	Personner commonweapon (b) for exemple to the large by June 2011, h or 2010 propose and it is not b) to NN.  The STOR (of severe recovered (b) for exemple on the large on the large properties of the large promoter of the large properties of the l	No N	A class begin dependented and compare a most translation of the class
		Provides 200 und sheed that 25% of provides in the Company to 25% and 25% there are not have been been and included the organization of, and not also been asked the organization of, and not are executed included to 25% out of a provides were award to be not an executed to the special level of the organization and were upply promised under the contract of the higher level of the organization and were upply promised under the contract of the co		
		Our opposition instead has a very stable encurate beactive beactive beactive to be byopic-am contract or oppositions will not eath. We are pleased to see promotion if he higher level of our opposition into program or were or date to accompany the produced or produced were employees. The 2012 our updates produced to the section of the produced to the produced to the produced or produced to the produced to the produced or produced to the produced or produced to the produced or produced to the produced to the produced or produced to the produced to the produced or produced to the produced or produced to the produced or produced to the produced to the produced or produc		

al harassment in the	2	to the survey had experienced secural harassment in the workplace, and of those 5% of women and 6% of men made a formal no responded to the survey reported having experienced sexual harassment in the workplace, an increase of 2% from 2021 for	No No Yes	Yes No	<u>6</u> 6 8	No. (e) Competing profiles and predictive and department and deligionistic periodents. Visionis is public health system experienced unprocedented demand. In particular, miss of access to ICU and venifiation increased demandally has such.
		both cohorts. Of thoose, 9% of women and 10% of men indicated that hey had made a formal complaint.			9 6	or agentation principled is publication; We detected the maper of our activities or address the contract contra
		CA 2722 Efficies between control and a control and a control present and a control and			) e	lacked the resurres to comprehensively review car internal sexual harasement processes.
		No responsibility in at 2020. Employee, Equations Sharey definition in spend deview. We also dart invoice of young lessale in instances or control gate from employee or devication of the parts from employee or device or security sits of responsibility to standard or genter devices. Of this cohort, If the reduction of the parts including that they has make a formed commodes or the parts in the security of the parts including that they has make a formed commodes or the parts including that they has make a formed commodes or the parts in the parts			989	to control to the control was significately studied on to an increase in demand for (2.1) services during the cond-10 perclaim. Competing shoulder reduced the resources sealable for internal-learing programs, such as competitioner sexual hearsoned the arrange developer and process news.
		Vertor that thee figures represent an horrance in anonymous self-reporting of sexual harassment. This is concerning as anonymous reporting tones to be more accurate than formal hockent reporting processes.			2 5	For this nearon, we housed on but-cast shapings and measures in our GEAP, including old-writing security has assual horsesment olderming models, circulating internal communications compaging and encouraging staff to undertake the Employee Experience Survey, Our communications compagin bousseed on drawing attention to existing security has secured horsesment pictures including from the approximation will respond.
		he heading of 20 to 20 and that we control are averagence plasm inmediately mismed attention of the control and assemble to control me averagence plasm inmediately mismed attention of the control and assemble to control me averagence plasm inmediately mismed to the control and assemble to the control me averagence and a second to the control and assemble to the control assemble to the control and assemble to the control assemb				
		The ending high leeks of transl completes with no outcome across our 2021 and 2020 auch date augusts that we have not to thin affectively and efficiently reaching secual breasoned transplants. The last of dustrained from the control of the contro				
		We consider that the anonymus nature of the Employee Experience Sturys data provides an accurate representation of secual hearsament. The increased secual hearsament reported via the Employee Experience Surrey data includes in progress was made by our organisation against this relation.				