

Gender Equality Action Plan 2022-25



1. Data, policies, guidelines and work plans				2. Training				3. Recruitment				4. Working Conditions			
Actions	Who	Timing		Actions	Who	Timing		Actions	Who	Timing		Actions	Who	Timing	
MEASURE 1A: ADDRESSING DATA CHALLENGES				MEASURE 2A: MINIMISING BIAS				MEASURE 3A: MINIMISE THE POTENTIAL FOR BIAS IN RECRUITMENT DECISIONS				MEASURE 4A: FLEXIBILITY AND LEAVE			
1	Improve data collection on all aspects of diversity		2023–2024	7	Provide training to minimise potential bias in recruitment decisions		2022–2023	11	Actively seek candidates to improve RCH's gender composition across roles		2024–2025	18	Publish clear and contemporary guidance on working from home and flexible work		Complete
2	Ensure payroll information in audit categories is accurate and consistent		Ongoing	MEASURE 2B: MANAGING FLEXIBLE WORK TEAMS				12	Encourage hiring managers to actively seek out diverse candidates for all roles		2024–2025	19	Provide improved flexible work arrangements		2023–2024
3	Create centralised records of audit categories eg recruitment, promotions and development		2023–2025	8	Provide training for managers on optimising workplace flexibility		2022–2023	MEASURE 3B: SUPPORTIVE ABORIGINAL AND TORRES STRAIT ISLANDER HIRING PRACTICES				20	Explore and share cases of better practice workplace flexibility within the RCH		2023–2024
4	Strengthen use of exit survey		2022–2023	MEASURE 2C: DEALING WITH COMPLAINTS ABOUT PROBLEMATIC BEHAVIOUR				13	Implement more affirmative hiring practices for Aboriginal and Torres Strait Islander candidates		2022–2023	MEASURE 4B: GENDER PAY EQUITY			
MEASURE 1B: KEEPING GENDER EQUALITY, DIVERSITY AND INCLUSION ON THE AGENDA				9	Provide training for managers on effective strategies for respectful workplaces		2022–2024	MEASURE 3C: VISIBILITY, INCLUSION AND COMMUNITY				21	Investigate identified gender pay differentials*		2022–2023
5	Improve staff communication about efforts to support diversity, inclusion and belonging		Ongoing	10	Provide training to all staff on inappropriate behaviours and performance management processes		Ongoing	14	Ensure that images used in communications and media are welcoming and reflect diversity		Ongoing	22	Develop strategies to mitigate pay anomalies over time*		2023–2025
6	Track progress towards achieving the goals in this action plan		Ongoing					15	Include signage to welcome people from LGBTQIA+ communities		2023–2024	23	Implement processes to prevent future gender pay differences		Ongoing
								16	Improve visibility of celebration and commemoration days on our Diversity Calendar		Ongoing	MEASURE 4C: PSYCHOLOGICAL SAFETY AT WORK			
								17	Strengthen intersectional diversity networks and establish diversity champions		Ongoing	24	Appoint a Workplace Mediation and Support Officer to support resolution of staff issues and concerns		Complete

*Remuneration analysis has revealed the majority of employee groups across the RCH achieve gender pay parity due to Enterprise Agreement conditions; there are a small number of employee groups that have been identified for further analysis to understand factors which may contribute to a gender pay differential.



CEO



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