

Gender Equality Audit Results 2021



The data in this document was current as at the Gender Equality Commissioner's required census date of 30 June 2021.



Our next audit is due by 30 June 2025, at which point we will update this document.

Workforce composition and segregation

The RCH has a predominantly female workforce. 79% of our workforce were women. The highest proportion of women (91%) work in Nursing and Quality Improvement, followed by People and Culture (86%).

The lowest proportion of women were in Corporate and Finance roles (56%), Communications (63%) and Surgery (67%).

The highest proportion of Gender X* was 1% in both Surgery and Medicine compared to 0.2% across the whole of the RCH.

55% of the RCH Board of Directors were women.

40% of the Executive team were women.

62% of all men at the RCH were in roles within 1–3 levels of the CEO.

60% of all women were in roles within 4–6 levels from the CEO.

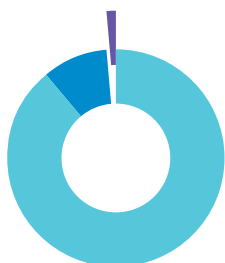
51% of Heads of Department were women.

In senior roles there were no staff who indicated they were non-binary or gender diverse.

*Gender X refers to any person who does not exclusively identify as either male or female or prefers not to say.

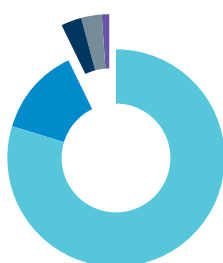
Our diversity

Gender diversity



- Non gender diverse (90%)
- Prefer not to say (9.8%)
- Trans, non-binary or gender diverse (0.2%)

Sexual identity



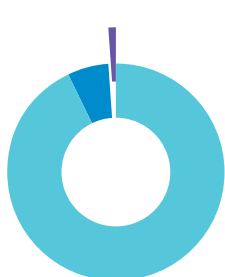
- Heterosexual (79%)
- Prefer not to say (13%)
- Bisexual (3%)
- Gay or lesbian (3%)
- Other gender diversity (1%)

Caring responsibilities



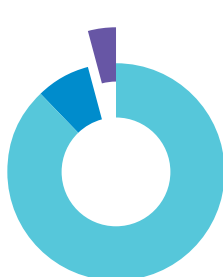
- Yes (58%)
- No (42%)

First Nations



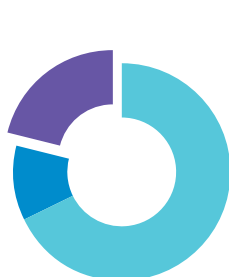
- Non-Indigenous (93%)
- Prefer not to say (6%)
- First Nations (0.4%)

With Disability



- Without disability (88%)
- Prefer not to say (8%)
- With disability (4%)

Multiculturalism



- Born in Australia (68%)
- Prefer not to say (11%)
- Not born in Australia (21%)

Cultural safety

Experience of working at the RCH



More positive

Born overseas



Not as positive

Aboriginal and Torres Strait Islander
• Living with disability • Gender diverse • LGBTQIA+

Sexual harassment

4% of men (n=50), 5% of women (n=240)



The most common inappropriate behaviours were intrusive questions or comments, and sexually suggestive comments or jokes

Some staff were more (or less) likely to experience sexual harassment

0%

First Nations

7%

People with disability

9%

Gay or lesbian

6%

Casual

8%

Aged below 25 years

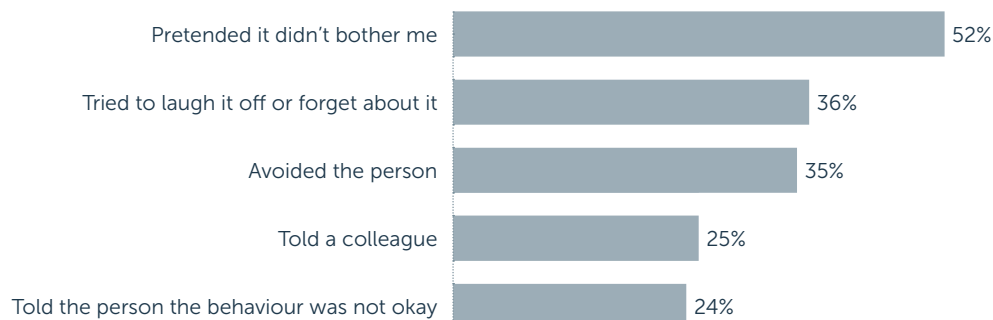
Of the 124 people who did not report, the most common reasons for not submitting a formal complaint were

I didn't think it was serious enough
72 people

I didn't think it would make a difference
47 people

I believed there would be negative consequences for my reputation
31 people

Most common coping strategies



Workplace adjustments

23%

of People Matter Survey 2021 respondents (2,547 RCH team members) indicated they had requested workplace adjustments



73%

requested workplace flexibility



21%

requested physical workplace modifications



10%

requested support for career development

Reasons for requests



36%

Work-life balance



33%

Health



27%

Family responsibilities



21%

Caring responsibilities



9%

Study commitments



3%

Disability

Workplace flexibility

The most common flexible work arrangements used at RCH were:



30%

Part-time



28%

Shift swap



20%

Remote working



17%

Flexible start and finish times



11%

Using leave to work flexibly



9%

Compressed hours



7%

Study leave

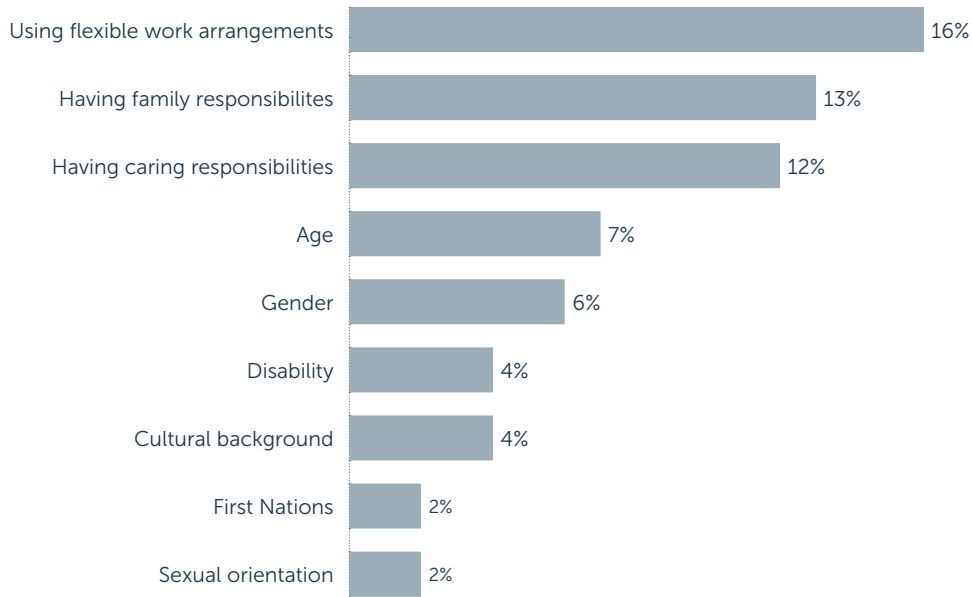


3%

Job sharing

Does our culture support diversity?

Proportion of people who believe these attributes are barriers to success at the RCH



60%

agree that the RCH has a positive culture towards flexible work

64%

agree that the RCH has a positive culture towards caring responsibilities

71%

agree that they have the level of work flexibility they needed

Leave and flexibility

Confidence that requesting flexible leave would be considered



67%
women



66%
LGBTQIA+



73%
men

	Our culture supports caring responsibilities	Caring responsibilities are not a barrier to success	Taking family violence leave would be supported at the RCH	Flexible work arrangements are not a barrier to success
Women	76%	57%	75%	55%
Men	81%	81%	80%	62%
LGBTQIA+	57%	53%	70%	49%

Note: People Matter Survey results are only ever available where there are results for groups of 10 or more. There were insufficient respondents identifying as Gender X to provide their responses in this infographic. Instead we have provided the data for the LGBTQIA+ community at the RCH who responded to the People Matter Survey.

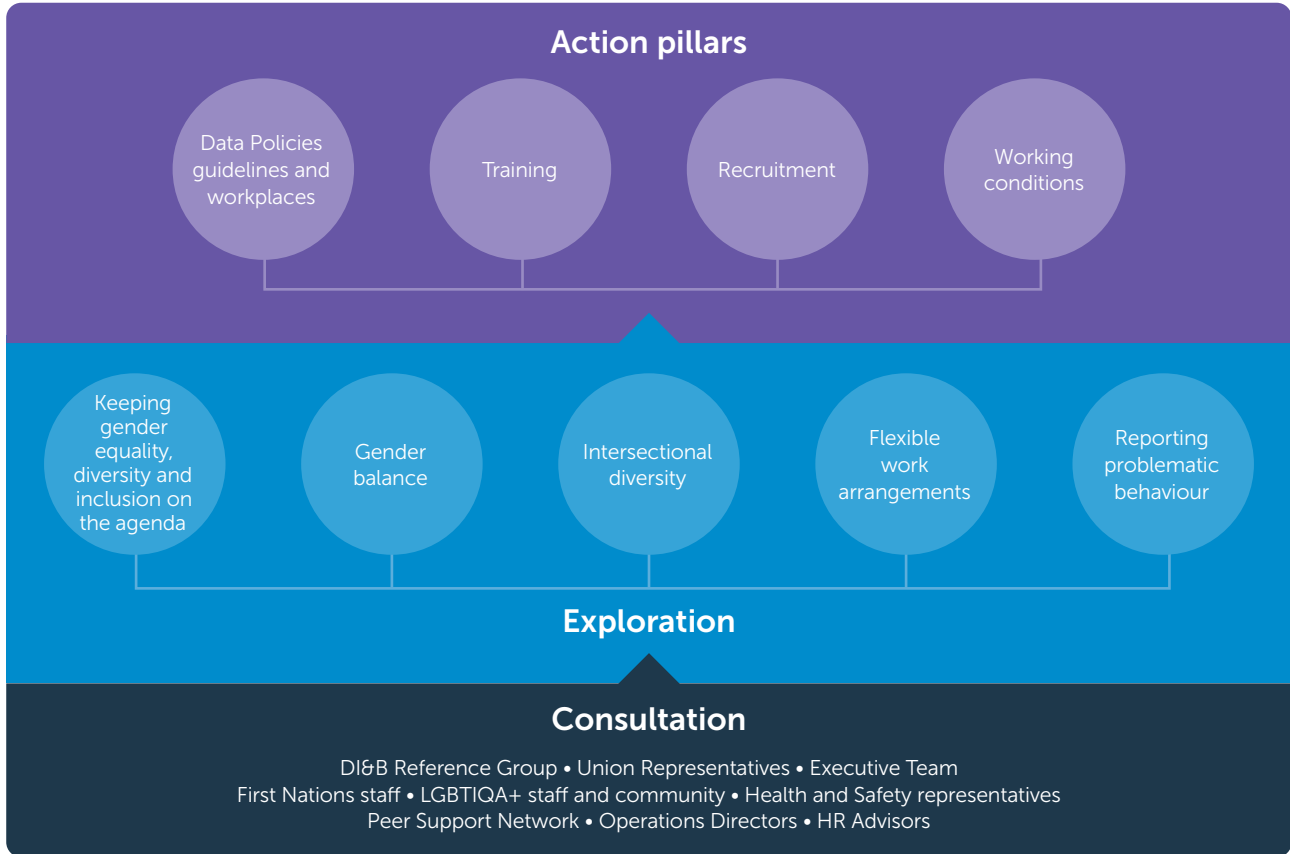
Our action plan for gender and intersectional equality

In 2021, the RCH consulted with employees from a range of diverse groups via:

- 22 focus groups
- 6 interviews
- a targeted feedback survey.

This activity evaluated the state of equality across the RCH and resulted in rigorous audit outcomes.

This audit process was conducted by an independent third party, endorsed by the RCH Executive Team, and then ratified by the Commissioner for Gender Equality in the Public Service.



Our 24 key Gender Equality actions

The RCH has now committed to 24 key actions as part of the RCH Gender Equality Action Plan.

The aim is to ensure a diverse workforce, fair pay, improved flexible working opportunities, and increased psychological safety for all employees regardless of their identity and background.



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	