Gender Equality Action Plan progress report 2021-2023

Background

BRHS is required to undertake five key activities to meet our obligations under the Gender Equality Act 2020. These are:

- Promote gender equality
- Conduct gender impact assessments
- Undertake an audit
- Create a gender equality action plan
- Report on progress.

Actioning these tasks helps to ensure that everyone is treated fairly at work and in the community. It also assists BRHS to think critically about how our policies, programs and services will meet the needs of people of all genders.

Progress reports are required to be submitted to the Public Sector Gender Equality Commissioner in every second year after submitting a Gender Equality Action Plan (GEAP). The BRHS progress report for the period 2021-2023 was submitted by BRHS in February 2024.

Progress reports are required to address the following three elements:

1. Gender impact assessments (GIAs)
2. Gender Equality Action Plan (GEAP)
3. Workplace gender equality indicators

GIA's

BRHS faced numerous challenges implementing Gender Impact Assessment's and was unable to fully implement a formal Gender Impact Assessment process during the reporting period. Substantial progress however, was made in the early stages of the next reporting period and a policy and process was implemented in 2024. BRHS acknowledges the value that Gender Impact Assessments have and is committed to embedding this process to increase the gender lens on organisational systems and processes.

GEAP

Our 2021 – 2025 GEAP demonstrates our organisational commitment to gender equality, diversity and inclusion. A framework was developed grouping a comprehensive range of strategies in the following areas:

- Strategy, Leadership and Accountability
- Employment and Careers
- Culture and Safety
- Data and Reporting

Some achievements from our action plan during this reporting period include:

- Development of appropriate resources, reporting and governance structure to ensure accountability and effective implementation of actions. This included the development of a new role with key responsibility for gender equality and the introduction of a Gender Equality working group.
- Establishment of processes that systematically review policies and guidelines to ensure they are inclusive and free from gender bias and discrimination.
- Development of a remuneration policy to support a fair and equitable process to guide decision making and transparency when remuneration is being set and reviewed.
- Development of an education plan that increases employee awareness and understanding of the importance of gender equality.
- Delivery of education and awareness on the use of inclusive language, media and allyship.
- Development of a new policy and process to provide dedicated support for gender affirmation for employees.

Workplace gender equality indicators

Seven workplace gender equality indicators underpin our gender equality activities. These indicators are set out by the Act and represent the key areas where progress must be made.

1. Gender composition at all levels of the workforce
2. Gender composition of governing bodies
3. Gender pay equity
4. Workplace sexual harassment
5. Recruitment and promotion
6. Leave and flexibility
7. Gendered work segregation

Achievements against the indicators in this reporting period include:

- Development of a more inclusive employee onboarding process which provides an opportunity for new employees to describe their gender identity. This improvement also supports required data collection.
- A more gender balanced composition of the Governing Board is in place, with the Board of Directors now comprising 45% women and 55% men in comparison to 33% women and 67% men previously.
- Development of an employee remuneration policy to ensure the provision of fair and equitable terms and employment conditions to all employees.
- Fewer sexual harassment complaints received in the 2021-2023 reporting period and a report providing recommendations completed.
- Employee confidence in receiving flexibility and support increased. People Matter survey 2023 results showed the number of respondents expressing confidence in having a flexible work arrangement considered, increased from 60% to 73% and 87% of respondents believed they would be supported to access family violence leave compared to 71%.

- Employee feedback from the People Matter survey 2023 indicated a reduction in gender bias in relation to work tasks with the number of respondents believing that fair work allocation occurred within their workgroups, irrespective of gender, increasing from 82% to 88%.

Overall, BRHS was assessed as compliant against the indicators. It was noted, however, that evidence of quantitative progress was not demonstrated well enough against indicators three and four, however the report was accepted as submitted and BRHS was encouraged to use the feedback to meet our future obligations under the Act.

Our next steps

- Embed a robust process to ensure ongoing completion of comprehensive gender impact assessments across the organisation.
- Review, improve and embed employee programs and organisational systems to provide tailored support for employee health, safety and wellbeing.
- Redesign and implement a new leadership development program to upskill senior leaders with the knowledge and skills to promote and embed a culture of inclusion.
- Continue to refine our policies and practices in line with our commitment to gender equality and a safe, inclusive workplace.

Ongoing Commitment

BRHS remains dedicated to embedding gender equity across all aspects of our organisation. Our comprehensive action plan and ongoing initiatives reflect our commitment to fostering a workplace where every employee has equal opportunities to thrive.