



GENDER PAY GAP STATEMENT

2022-23

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In the spirit of reconciliation, genU acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea, and community.

We pay our respect to their Elders past, present and emerging and extend that respect to all Aboriginal and Torres Strait Islander peoples.

We are proud to continue our reconciliation journey with the genU Innovate Reconciliation Action Plan, introduced in March 2023.

Artwork copyright Chris Delamont, Wirandjuri/Nari Nari, Riverina, Balnuruwanha 'Take Flight', 2022.



WHO WE ARE

OUR VISION

To build inclusive communities.

OUR MISSION

To create and deliver innovative services and supports that empower people to reach their full potential.

For more than 70 years, genU has been an intrinsic part of our local communities.

genU helps people of all ages and abilities to find jobs, homes, training, support and assistance to lead a fulfilling life, based on their individual circumstances and needs.

Today, genU provides support and services to around 65,000 people a year through our core disability, ageing, training and employment services. We have over 4,200 staff in more than 230 locations across Australia.

OUR VALUES



WELCOMING



INNOVATIVE



SAFE



EMPOWERED



RESPECTFUL

SERVICES WE PROVIDE

Using a client-centric approach, genU provides a range of supports, services, programs, and offerings that individuals can access and move between depending on their changing needs and aspirations.

Some clients have a singular need, while others may engage with numerous genU services throughout their journey with us.

A client may opt to vary their supports, taking the opportunity to build new skills, gain employment or access individual (or group) support when they need it.

By building inclusive communities, genU supports and empowers people so they can reach their full potential.

Below are the services genU provided throughout 2022-23.



DISABILITY

- Support coordination
- Accommodation
- Eastern Hub Community Centre
- Lifestyle and participation programs such as art classes, cooking and outdoor programs
- Outreach services
- Individual support services
- Support for carers
- Allied Health
- Psychosocial recovery coaching
- Youth services
- Volunteer services
- Business inclusion corporate partnerships
- School Leaver Employment Services (Pathways)
- Supported employment
- Business Enterprises - Food Services: Seasons cafes, catering and gourmet range, Otway Kitchen, commercial food preparation
- Business Enterprises - Business solutions: Document destruction, commercial laundry, commercial warehousing and packaging
- Business Enterprises - Grounds maintenance, community nurseries



AGEING

- Retirement living
- Residential aged care
- In home support – Home Care Packages, Commonwealth Home Support Program
- Allied Health
- Support for carers
- Outreach services
- Volunteer services



TRAINING

- Training U for Work courses designed for jobseekers
- Accredited and non-accredited short courses designed for upskilling
- Digital and micro credential study modules
- Corporate training programs
- Nationally accredited qualifications
- Childcare and early learning



EMPLOYMENT

- MatchWorks (Disability Employment Services and Workforce Australia contracts)
- IPA recruitment

MESSAGE FROM THE CEO



Our work to build inclusive communities with some of Australia's most marginalised populations continually shows us the transformative power of equality and fairness.

It is through the foundations of equality, fairness and inclusion, that our mission to empower people to reach their full potential can be realised.

It is our aspiration that equality and fairness permeate all elements of our organisation. We know equality and fairness are important enablers in helping people to thrive. This knowledge helps to underpin our commitment to fostering an equitable and inclusive work environment where all employees are valued, treated equally, and remunerated fairly, irrespective of gender.

genU is committed to promoting and strengthening gender equality in the workplace and has achieved compliance with *Workplace Gender Equality Act 2012* reporting requirements for 2022-23, as confirmed by the Workplace Gender Equality Agency (WGEA).

This inaugural genU Gender Pay Gap Statement shares the strength of our overall gender pay gap position while presenting initiatives to stabilise and address the gaps identified.

I am pleased to share our organisation-wide gender pay gap is positive, at -2.3%, and is consistent with other organisations in the WGEA comparison group.

In breaking down our categories of employment, a gender pay gap of 5.6% exists across our management levels. We have measures in place to better understand the underlying cause of this so it can be monitored and addressed.

We do not accept gender as a basis for any discrepancy in remuneration or professional opportunity at any level of employment at genU. As such, this Statement outlines a series of strategies that will be implemented to address the current gender pay gap and further promote and drive gender equality at genU.

A handwritten signature in black ink, appearing to read 'Clare Amies', with a stylized flourish at the end.

Clare Amies

Chief Executive Officer
Karingal St Laurence Limited (genU)

OUR WORKFORCE GENDER PROFILE

At genU, we're not all the same – we're genuinely individual. And that's one of our greatest strengths. We draw on the differences in who we are, what we've experienced, and how we think.

The rich diversity of our organisation allows us to bring together many different ideas, journeys and lived experiences. It enhances our environment, culture, and the services we provide. It benefits employees, volunteers, students, clients, and the very communities in which we operate.

IN THIS REPORTING PERIOD

Total number of employees:

3,207

Chief Executive Officer:

WOMAN

Workforce gender composition:

72% 28%
Women Men

genU Board gender composition:

56% 44%
Women* Men

*Includes Woman Chair and Deputy Chair

Gender composition of managers:

63% 37%
Women Men

New appointments:

56% 44%
Women Men

Workforce gender composition by employment status:

FULL TIME **72% 28%**
Women Men

PART TIME **72% 28%**
Women Men

CASUAL **73% 27%**
Women Men

Total workforce at the average remuneration of \$65,000:

72% 28%
Women Men

Internal promotions:

94%
Women

The highly feminised nature of our workforce has been a constant throughout our organisation's evolution. Our origins in the provision of support to people with disability, historically considered a care role held by women, has naturally led us to have a predominantly female employee population. This continues today with a workforce composition where 72% of employees identify as female.

In recent years, genU has grown increasingly conscious of the need to evolve in its approach to gender equality – to venture beyond simply being a strong employer of women and invest in measures that support equality for employees of all genders.

While the data WGEA collects under the *Workplace Gender Equality Act 2012* relates to women and men, genU recognises gender is experienced differently for some employees and stands together with, and in support of, all members of the LGBTIQ+ community.

OUR COMMITMENT TO GENDER EQUALITY

At genU, we are committed to fostering a safe, inclusive and equitable organisational culture where employees of all genders are able to contribute and receive fair treatment – at all levels, at all times, across the whole organisation.

Our leaders are expected to be champions of diversity and inclusion: they will seek diversity, promote and expect fair and inclusive practices, and drive accountability as it relates to diversity, equality and inclusion.

genU aims to eliminate bias and systematic barriers to talent acquisition and advancing pay parity across the organisation. genU's achievement in parity in both pay and representation remains strong across the organisation.

genU has numerous policies, guidelines, procedures, committees and working groups in place that advance and support equality, fairness and inclusivity in the workforce.

Key examples of such include:

- genU Code of Conduct
- Diversity and Inclusion Strategy 2021-2024
- Remuneration Policy
- Acceptable Behaviours Policy
- Leave Policy
- Family and Domestic Violence Policy and Procedure
- Flexible Work Arrangements Policy
- Recruitment and Selection Policy
- Respect@Work e-Learning compliance training module
- Respect@Work: Sexual Harassment e-Learning compliance training module
- People and Culture Board Sub-Committee
- Diversity and Inclusion Working Group.



GENDER PAY GAP ANALYSIS

genU is pleased to share that based on its 2022-23 gender pay data, the organisation-wide gender pay gap is -2.3%. This means women employed at genU are paid more, on average, than men. Median base salary has improved over the past three years with median gender pay gap at -1.5% in favour of women.

This gender pay gap is consistent with other organisations in the WGEA industry comparison group, as indicated below.

Our organisation-wide gender pay gap is -2.3%, which is in favour of women

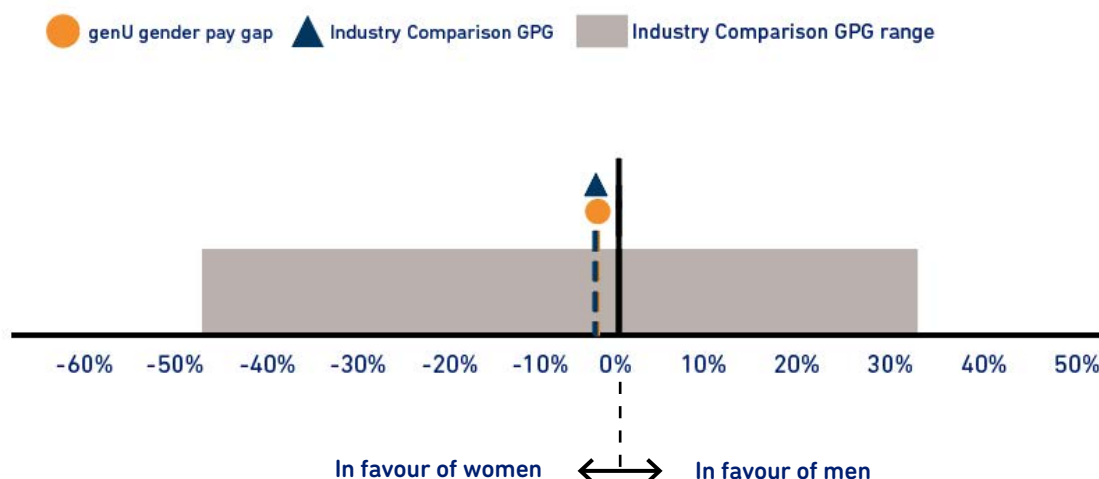


Chart 1: Gender pay gap (GPG) industry comparison

In analysing pay rates across all levels of employment at genU, a gender pay gap of 5.6% emerges across our manager cohorts.

Roles	2020 - 21	2021 - 22	2022 - 23	Industry Comparison Group GPG for 2022-23
All Managers	9.0%	7.7%	5.6%	11.7 %

Chart 2: genU gender pay gap trends and industry comparison

While there is a gender pay gap at Management level, that gap is significantly less than the industry comparison group of 11.7% and is decreasing over time. We remain committed to reducing it further.

ADDRESSING OUR GENDER PAY GAP

genU is committed to addressing the gender pay gap across our management level. This will be achieved through strategies such as these.

A FOCUSED REMUNERATION REVIEW

Additional to the annual remuneration review process for common law contract staff, a focused remuneration review will be conducted in 2024 to identify possible causes and options to address the gender pay gap across genU's management level.

INTERNAL PROMOTION REMUNERATION CHECK

We will ensure employees who are internally promoted to management positions are offered remuneration that is consistent with the remuneration that would be offered for an external appointment, regardless of gender, to ensure it is equitable and fair.

PERFORMANCE REVIEW PROCESS AUDITING

genU's People and Culture division will establish a process for validating equitable implementation of performance ratings and any associated remuneration increases. This will ensure performance rating scales are consistently applied within and across all divisions and levels of employment, irrespective of gender, thereby preventing gender bias.



EMPOWERING POSITIVE CHANGE FOR GENDER EQUALITY

To further promote and drive gender equality and prevent gender pay gaps, genU will implement continuous improvement strategies including, but not limited to, the following initiatives:

- The development of an inaugural genU Gender Equality Strategy in 2024
- A review of paid parental leave entitlements
- Continuing to conduct annual pay equity reviews
- Gender bias content to be included in talent acquisition training modules and hiring guides
- Gender parity in opportunities at leadership and development programs
- A continued commitment to workplace flexibility
- Targeted development opportunities for women, including the introduction of an annual Influencing for Women workshop and a workplace shadowing program
- Strengthened focus on the appropriate scheduling of meetings, workshops and workplace activities to ensure inclusivity for employees with family or carer responsibilities
- Alignment with best practice Family and Domestic Violence protocols, through the review and refresh of genU's Family and Domestic Violence Policy and Procedure during 2024
- Inform and educate staff on the importance of gender equality and fair work practices through continued recognition of International Women's Day and Equal Pay Day Australia.

GOVERNANCE AND PROGRESS TRACKING

We will monitor our progress on the above actions, with regular reporting to the Executive Committee, People and Culture Board Sub-Committee and the genU Board.

We will measure the diversity and gender profile of our workforce annually and evaluate trends and identify opportunities to improve diversity and gender balance.

CONCLUSION

genU is proud of its current organisation-wide gender pay gap position and remains committed to protecting, promoting and enhancing gender equality, fairness and inclusivity within our workplace.

REFERENCES

The following external documents were referred to in developing this Gender Pay Gap Statement:

- [WGEA Data Explorer | WGEA](#)
(search Karingal St Laurence Limited)
- [Gender-based Occupational Segregation: A National Data Profile](#), The Fair Work Commission, 6 November 2023.

**THANK YOU FOR READING GENU'S
GENDER PAY GAP STATEMENT 2022-23.**

If you have any questions about the
information contained in this statement,
please contact:
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