



WGEA Statement

2024



What is the WGEA report?

The Workplace Gender Equality Agency (WGEA) in Australia is a government organisation established to promote and improve gender equality and diversity in the workplace. It operates under the Workplace Gender Equality Act 2012, aiming to advance opportunities for women and eliminate gender-based discrimination in employment.

Key functions of the WGEA include:

- Collecting and analysing gender equality data: The agency gathers information from organisations on gender composition, pay gaps, and workplace policies to monitor progress and identify areas for improvement.
- Providing resources and guidance: WGEA offers tools, guidelines, and educational materials to help organizations implement gender equality strategies, including best practices for recruitment, retention, and promotion.
- Recognising and celebrating progress: WGEA acknowledges employers who demonstrate commitment to gender equality through initiatives such as the Employer of Choice for Gender Equality (EOCGE) citation.
- Advocating for policy change: The agency works with government, businesses, and community stakeholders to advocate for legislative reforms and policies that support gender equality and diversity in the workplace.

Overall, WGEA is crucial in driving cultural and structural change within Australian workplaces to create more inclusive and equitable environments for all employees, regardless of gender.

In 2024, we are poised to embark on our initial implementation of WGEA initiatives. Moving forward, we are firmly dedicated to engaging in this vital endeavor, pledging our active involvement to contribute to the eradication of gender-based discrimination in the workplace.

Foreword

For over 30 years, are-able (formerly WDEA Works) has been dedicated to fostering inclusive and thriving communities in regional and rural areas. Our commitment to delivering positive change has been unwavering. We prioritise best practices in serving both our community and our workforce by aligning our strategic objectives with our core values and purpose.



Central to our mission is cultivating a diverse and inclusive workforce, with a strong emphasis on promoting employee wellbeing and engagement.

Understanding the Gender Pay Gap data is an essential initial step towards informed and targeted action to drive organisational change. As leaders in our communities, we recognise that equality must begin within our organisation. I am personally committed to gender equality and acknowledge that achieving this goal requires collaboration, diverse perspectives, and evidence-based approaches. Publishing our WGEA Pay Gap data marks the inaugural stride towards meaningful transformation.

At are-able, the senior leadership team embraces and values diversity in all its forms – recognising the unique perspectives, experiences, and lifestyles that enrich our service delivery. Ensuring our workforce reflects the diversity of the communities we

serve is integral to our success. By prioritising diversity and inclusion, we bolster our recruitment and retention efforts, striving to create a gender-equal environment.

It is important to emphasise that at are-able, gender does not influence pay differentials. Our latest data reveals a gender gap analysis in favour of women. Providing context to these findings and outlining actionable plans are crucial steps in our journey towards gender equality.

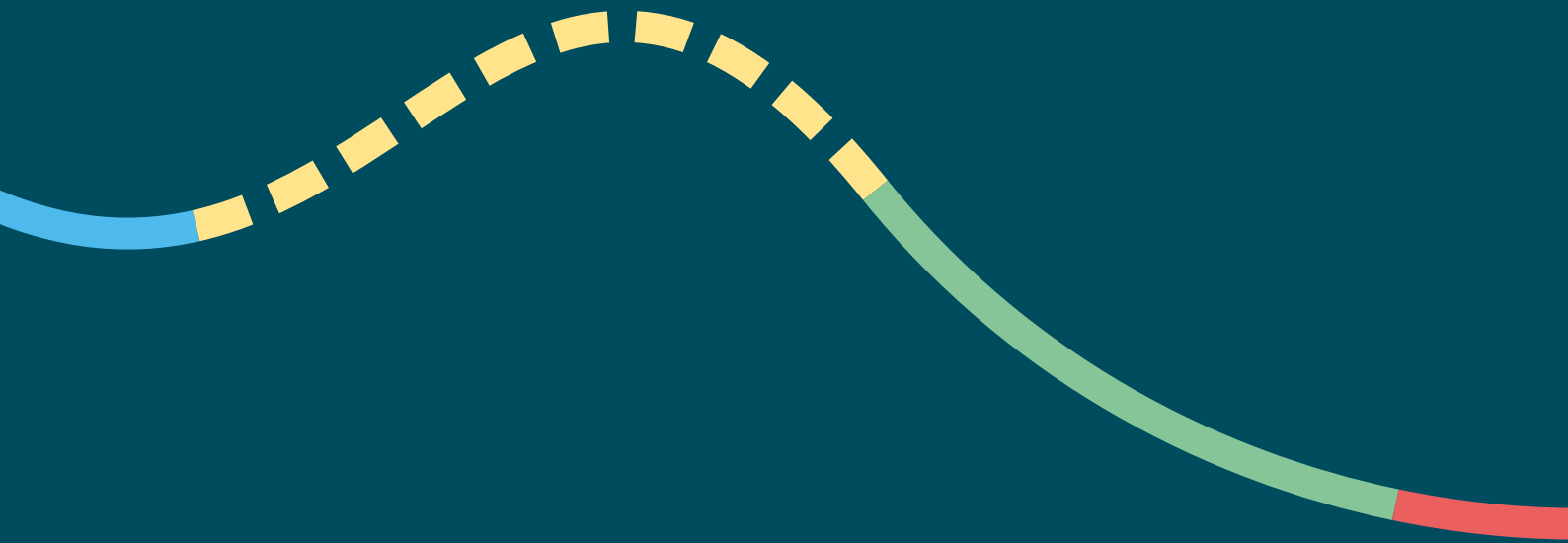
We understand that change requires both time and persistence, and we are fully committed to both as we continue to evolve. Looking ahead, we are eager to reinforce our dedication with a comprehensive Gender Equality Strategy, guiding us in fostering a diverse workforce across all levels of are-able.

Vicki Clayton

General Manager of People and Culture

Summary of our results

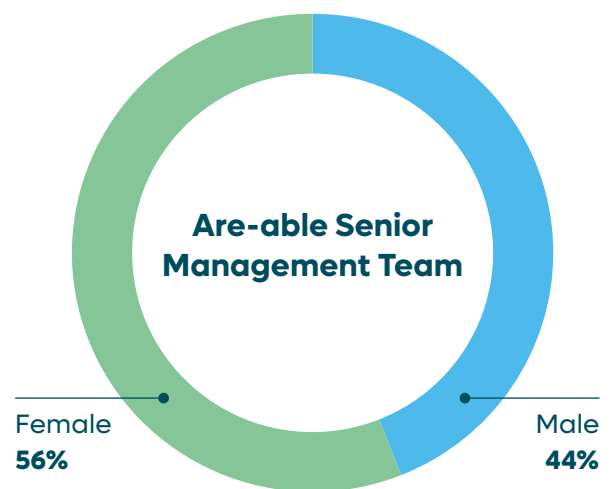
This is our first WGEA statement and the publishing of our submission we are committed to the principle that all people regardless of their sex or gender identity have equal rights and opportunities.



Our Gender Pay Gap

In our organisation, a negative percentage indicates that women are paid more on average than men. Our median total remuneration gender pay gap stands at -5.6% and the Median base salary -5.4%. We acknowledge that our gender pay gap is caused by us having a lower proportion of males in leadership roles and retention is greater for females within our organisation.

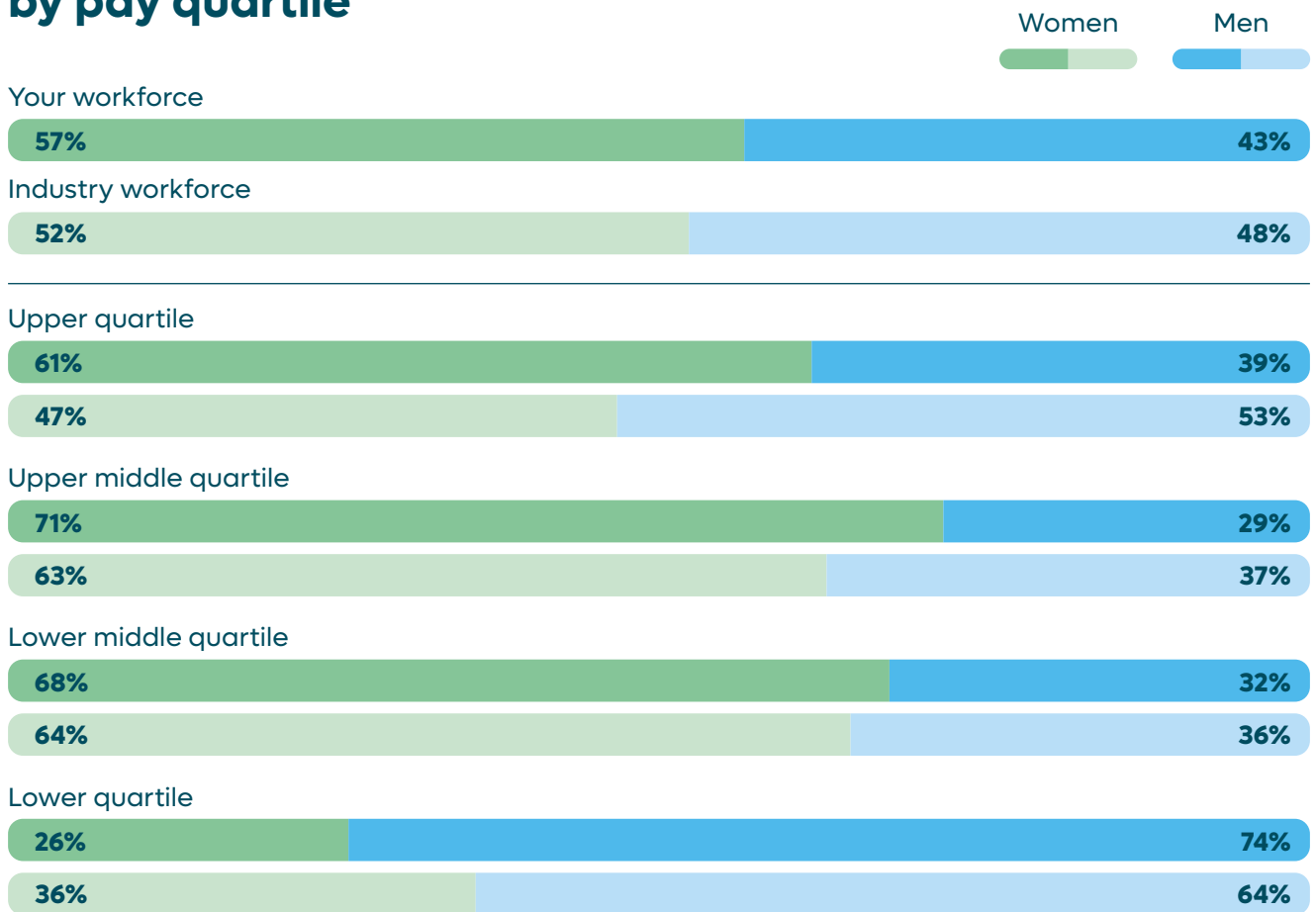
Our gender pay gap over time			
All employees	2020-21	2021-22	2022-23
Medial total remuneration	-13.9%	-11.3%	-5.6%
Average (mean) base salary	-13.9%	-13.2%	-5.4%



- Topline this looks good and you can see a trend of us trying to achieve parity in the pay gap we operate under an award-based pay system that ensures that employees are paid based on skills and experience, employees increment annually.

- Are-able’s Senior Management Team was introduced in March 2021 this group has 36 representatives from across the organisation, and whilst it has a higher number of females represented it is a gender split that we are very proud of as it strongly represents our gender breakdown across the organisation.

Gender composition by pay quartile

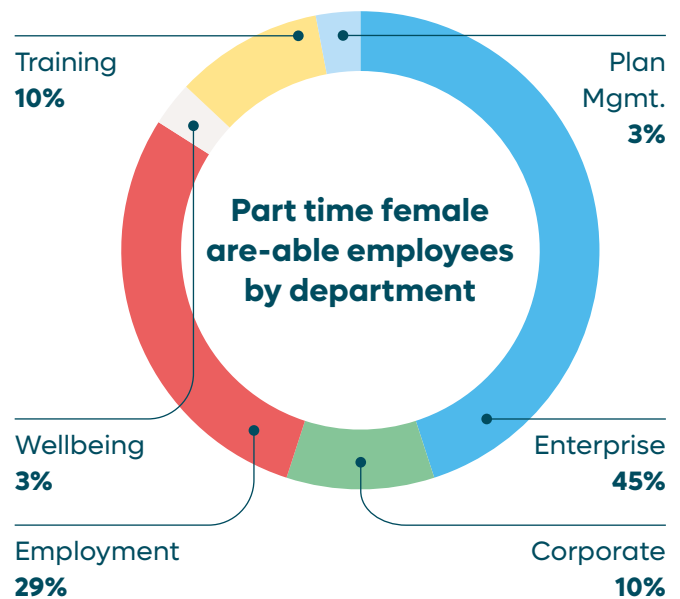
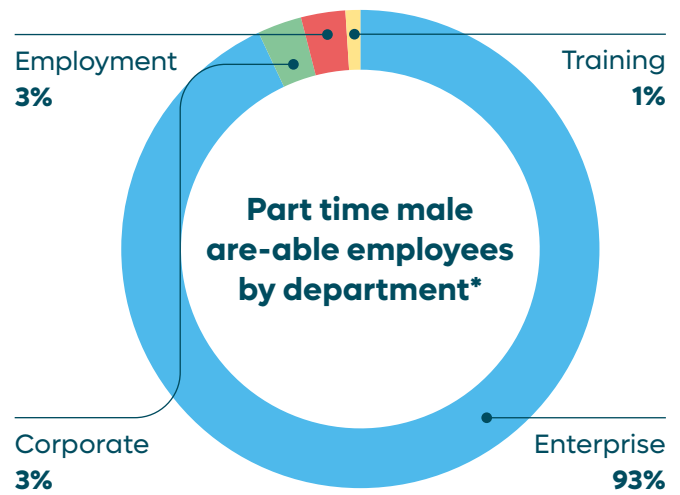


- The chart above divides our workforce into four equal quartiles of employees by total remuneration full-time equivalent pay. The number in each pay quartile represents the proportion of each gender.
- A disproportionate concentration of men in the upper quartiles and/ or women in the lower quartiles can drive a positive gender pay gap.
- Lower Quartiles represent our Supported Employees which is a department that is predominantly male representation.
- This is also compared to against our industry.

Workforce composition by employment status

	Your workforce		Industry comparison group	
	Women	Men	Women	Men
Full time	63%	37%	49%	51%
Part time	43%	57%	56%	44%
Casual	65%	35%	54%	46%

• Part-time male representation is high largely as a result of the male-supported employee workforce numbers.



*There are no part time male are-able employees that work in Plan Management or Wellbeing to be represented in this pie chart.

Flexible work arrangements

Are-able prides itself on its ability to adapt to the accelerated workplace reality, recognising that the future of work means offering flexibility to its workforce, enabling employees to better balance work, personal life, and family commitments.

Are-able has implemented a Flexible Work Arrangement Policy. The policy enables eligible employees to request an alternative to the standard hours of work; to work from home or 'anywhere', or to move from full time to part time, or 'vice versa'.

Tools to Enable Flexibility

Are-able provides the resources required to work flexibly, including a company laptop and mobile phone. This enables employees to connect and collaborate in this evolving workplace model.



Paid Parental Leave

Are-able supports its staff in balancing work and family commitments by providing paid parental leave in addition to entitlements provided by the Australian Government.

Our culture places a strong emphasis on providing new parents with the opportunity to spend quality time with the people who matter most in their lives.

We provide 6 weeks of paid parental leave for primary care givers; 1 weeks paid parental leave

for the secondary care giver. To be eligible, you require 12 months of continuous service at the expected date of the birth of the child.

Eligible employees are also entitled to 52 weeks of unpaid parental leave.

Gender composition of your governing body(ies)

Chair and Board Members



Women Men

- A more balanced gender composition of a governing body has been shown to have broader effects on workplace gender equality outcomes and improved company performance. With recent recruitment efforts, we

- have strategically recruited in areas to promote gender diversity and inclusion in our governing body.
- Industry comparison sees a 40:60 split between males and females.

Actions

Summary of what we do well:

- Paid Parental Leave
- Mainstreaming flexible working we are and continue to champion the FWA that enables a continuation of work for all
- Preventing gender-based harassment and discrimination, sexual harassment, and bullying
- Support for employees experiencing domestic and family violence
- Deliver inclusive bias-free recruitment practices including selection and promotion
- Investing in talent management and succession planning

What we will look to implement:

- Review Paid Parental Leave for Secondary Carer
- Applying a gender lens to all policies and strategies
- Workplace gender equality training
- Applying a gender equality lens to everyday operations
- Driving change beyond the workplace

We will continue to use this valuable WGEA data to help make positive change at are-able. We will continue to make our people a priority and consult with our employees to help develop our action plans and strategies and continue to build value and trust as an employer.

Useful Notes / Terminology

Base salary: is an employee's regular salary, excluding superannuation, overtime, bonuses and other additional payments.

Gender pay gap analysis: an analysis of what is driving an organisation's gender pay gaps, looking at workforce composition by gender, representation in more senior and highly paid roles, etc.

Median gender pay gap: is the middle value after sorting the gender pay of organisations in the comparison group from lowest to highest. If the number of comparison groups is an even number, the median is the average of the two middle values.

Submission Group: is a group of legal entities from the same corporate group that have similar gender equality policies and strategies and therefore choose to report to WGEA as one group.

Total remuneration: this includes all remuneration for an employee, including superannuation, overtime, bonuses and other additional payments.



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