

Employer Statement

2022-2023 Workplace Gender Equality Agency Report

Introduction

Hume's purpose is to create opportunities for people to prosper by building vibrant and connected communities. To support our purpose, we have developed people strategies, policies and processes that seek to establish a workplace that is diverse and inclusive. To this end, Hume recognises the need to eliminate gender inequities within our own organisation and in Australian society overall.

Overall, we found the 2023 WGEA survey results informative and a helpful prompt for us to continue to take action to resolve gender inequity.

Hume's 2023 WGEA Survey Report

Hume's gender composition by level shows an equal 50% split between men and women in *key management* roles, which is pleasing, particularly in the broader Australian context in which men typically occupy a higher proportion of key management roles. At Hume, Manager level roles are occupied by 56% female and 44% men, whereas women occupy 84% of our non-management roles. The high ratio of women in these non-management roles is the key driver for our overall gender pay gap.

Additionally, whilst our management roles are more gender balanced, our experience to date with specialised roles such as IT or project management is that these roles have attracted predominantly male applicants. Salaries for these specialised roles are driven by competitive market rates within the relevant labour markets. We continue to strive to attract women into these roles by ensuring that our recruitment process, training and development processes and practices provide equal opportunities for both men and women.

What we have done:

We have taken a range of initiatives to address any gender inequity including:

- **Promoting two women** to our Executive Leadership Team in 2023.
- Regularly **seeking views from our employees** via our Employee Opinion Survey on their lived experience of diversity and inclusion at Hume and acting on the feedback with a series of targeted change initiatives.
- **Revising our Remuneration and Benefits Policy** to focus on providing social and financial inclusion for all employees. 70% of employees at Hume are covered by the Social, Community, Home Care and Disability Services Award 2010 (SCHADS) and their salaries are typically set above Award rate to better motivate, retain and attract talent regardless of gender. Employees who are not covered by the Award have their salaries benchmarked to relevant roles in the NFP sector and a gender balance lens is always applied to any decisions on pay, particularly in our annual pay review to safeguard against any potential inequity.

- **Continuing to provide flexible and inclusive practices** for all employees, above and beyond the requirements of Section 65 of the Fair Work Act. Where the Act provides for flexible work arrangements to be available after 12 months service, Hume provides employees access to this provision after successful completion of probation at 6 months service. In the 2023 Employee Opinion Survey, 77% of employees agreed that Hume provides flexible work options that meet their needs. This was reinforced in the feedback in a series of employee workshops in late 2023 in which employees confirmed that flexibility was the most important benefit they received at Hume. Whilst flexibility is clearly of potential benefit to all Hume employees, it is particularly beneficial to the women in our workforce who, more frequently than their male colleagues, take on a primary carer role outside the workplace requiring a greater need to access flexible work opportunities. Hume also supports working from home where this is operationally appropriate for a particular role or activity. This is supported by the provision of remote IT equipment. We continue to use *Workplace by Facebook* which assists all employees to connect with their colleagues, regardless of their work situation or location. Hume will continue to implement a progressive and contemporary approach to flexible working, which we know is already highly valued by our employees at Hume. We will continue to consult with our employees to ensure that our flexible work options meet the needs of our employees whilst still allowing Hume to meet operational requirements and the needs of our customers.
- **Providing parental leave** for all employees if they are the primary care giver. Additionally, we provide a dedicated quiet room/breastfeeding space in our larger offices for parents of very young children.

What we will do next:

In response to the latest WGEA report and in support of our goal to build a diverse and inclusive workplace free of gender inequity, we are introducing the following new initiatives:

- We will develop a targeted strategy to attract more females into typically male dominated roles at Hume, specifically in our IT, Property Maintenance and Asset Management roles. We will partner with relevant stakeholders such as Western Sydney University and Wollongong University to attract more female undergrads to our organisation for practical experience with a pathway to paid employment upon completion of their degree.
- We will develop a strategy to attract more males into female dominated roles i.e. clerical and administrative, via targeted traineeships/cadetships in partnership with schools, Universities or TAFE.
- We will seek to improve our branding and communication to ensure that potential candidates, of all gender identities, are aware of our commitment to gender balance and the elimination of gender bias in all aspects of our employee experience and in particular, recruitment, selection, promotion and pay.

Hume remains committed to eliminating any workplace gender inequities and playing our part in closing the gender pay gap and we invite all employees to actively participate in that process with their ongoing feedback and ideas.