

Gender Pay Gap Statement 2022/2023

At Relationships Australia WA, Inc., our vision is to be the best at supporting our clients so they can thrive in their communities. We believe in a just and equitable society in which relationships are respectful, diversity is valued, and people have a sense of belonging and an opportunity to learn. The equity we strive for is equally valued in the workplace as in the community, and we are committed to achieving gender equality.

Addressing inequality requires a community response to societal norms that position women as carers and not men. As an employer, we have a part to play in changing the status quo and building a society where women and men have financial gender equality.

Relationships Australia WA's gender pay gap for 2022/23 was 6.3% for median total remuneration, and 7.0% for median base salary, in favour of men.

Our workforce comprises predominantly women at all levels, with a high percentage of part-time and casual workers. We know that women continue to undertake a disproportionate amount of time to care for and support children and family members, which leads to a higher instance of unpaid leave compared to men.

At Relationships Australia WA, we attract and retain a high percentage of women in our workforce due to a values-based culture that understands the need for flexibility and supports employees to balance caring responsibilities with work. We also have female representation across our Board, Executive and Senior Leadership team.

Our pay rates align with the Social, Community, Home Care and Disability Services (SCHADS) Award [MA000100]. New positions are independently graded, and all employees in the same role are appointed on the same level.

Relationships Australia WA will continue to look at measures that normalise flexibility in the workplace for both men and women and encourage equality in caring responsibilities to reduce the gender pay gap and ensure an equitable workplace for all genders and family situations.

It should also be noted that the Workplace Gender Equality Act 2012 reporting only allows for reporting on a binary gender model.

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Gender Composition 2022/23:

The following table shows the proportion of women and men who work at Relationships Australia WA compared with our Industry Comparison Group:

	Relationships Australia WA		Industry Comparison Group	
	Women	Men	Women	Men
Full-time	85%	15%	69%	31%
Part-time	92%	8%	75%	25%
Casual	81%	19%	73%	27%

Gender pay gap by occupational Group:

The following tables show the gender pay gap at Relationships Australia WA alongside our Industry Comparison Group.

Managers

Roles	2022-23	In favour of which gender	Industry Comparison Group
All Managers	11.9%	Male	9.6%
Key Management Personnel	-10.3%	Female	7.3%
Senior Managers	-2.0%	Female	5.7%
Other Managers	5.0%	Male	5.0%

Non-Managers

Roles	2022-23	In favour of which gender	Industry Comparison Group
Overall Non-Managers	9.5%	Male	-3.7%
Professionals	3.1%	Male	5.8%
Technicians and Trade	-3.9%	Female	2.8%
Community and Personal Service	-2.9%	Female	3.9%
Clerical and Administrative	-12.1%	Female	-1.9%

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