

ANGLICARESA

Workplace Gender Equality Employer Statement

Together we change lives.

Our Commitment to Achieving Gender Equality

At AnglicareSA, we value diversity and inclusion and the benefits they bring to our people and the communities we serve. We want everyone to feel safe, accepted, and welcome.

We want people of all genders to have equal opportunities in employment, to access and enjoy equal rewards, resources, development, and opportunities for career growth.

AnglicareSA is a White Ribbon accredited organisation, and we acknowledge the important role that gender equality plays in preventing violence against women and girls.

We are committed to:

- providing equal pay for work of equal or comparable value
- narrowing any gender pay gap
- removing any barriers to the full and equal participation of everyone, regardless of gender
- providing access to leadership roles, regardless of gender
- eliminating discrimination on the basis of gender, particularly in relation to family and caring responsibilities.

A commitment to gender equality is at the core of our purpose, “Together we change lives” and will help us achieve our Vision of justice, respect, and fullness of life for all.

Our Gender Pay Gap

AnglicareSA submits our de-identified employee pay data to the Workplace Gender Equality Agency in May each year. From this they calculate our gender pay gap, which is the difference between the average earnings of women and men.

The gender pay gap is not the same as equal pay. Equal pay is where women and men are paid the same for performing the same role or different work of equal or comparable value. Gender pay gaps are not a comparison of like roles. Instead, they show the difference between the average pay of women and men across organisations, industries, and the workforce as a whole. Our gender pay gap is 10.3%, and the gender pay gap in Australia is 21.7%.

Gender Pay Gap Drivers

The main driver of our gender pay gap relates to the volume of carer roles in the Community & Personal Service category where our gender pay gap is 13.7%. AnglicareSA employs both aged care and disability workers, and at the time of submission (May 2023) the aged care industry was paying lower pay rates than the disability industry. The pay gap is impacted by having a higher number of males employed as disability workers compared to a higher number of females employed as aged care workers.

At the manager level, we have a negative gap of -0.6%, with the gap favouring our female managers.

In clerical and administration, this gap is also in the negative at -7.2%, in favour of our female employees in clerical and administrative roles.

Actions and Strategies

The Aged Care Award 15% increase from July 2023 will assist with addressing this gender pay gap in the Community & Personal Service category.

AnglicareSA has a Gender Equality Strategy 2024 - 2026 providing early actions and longer-term actions to address the following gender indicators and actions:

- Gender composition across AnglicareSA
- Gender composition of governing bodies
- Equal remuneration
- Flexible working arrangements and supporting employees with family or caring responsibilities
- Consultation with employees about gender equality in the workplace
- Sexual harassment.



Grant Reubenicht
Chief Executive Officer

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Anglicare SA
159 Port Road
Hindmarsh SA 5007

anglicaresa.com.au

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