

Policy Statement

Perfect Contracting is committed to supporting gender equity in our workplace. We aim to ensure that all staff have the same opportunities, rights and respect, regardless of their gender.

Gender equity is the process of being fair to women and men. Gender equity recognises that within all communities, women and men have different benefits, access to power, resources and responsibilities.

To ensure fairness, strategies must often be available to compensate for women's historical and social disadvantages that prevent women and men from operating on an equal playing field. Gender equity leads to gender equality, where there are equal rights, responsibilities and opportunities for women and men.

Principles

Ensure the company as a workplace provides equitable opportunities for its male and female employees and maintains an organisational culture which supports gender equity.

Promote a family friendly workplace for men and women through the following activities;

- Parental leave options to both men and women
- Flexible working arrangements to staff
- Breastfeeding facilities within Council buildings
- Working from home options for staff
- Maintain awareness around family and domestic violence and having appropriate policy and procedures to support staff
- Regular review of policy, procedures and strategies to ensure gender equity principles are maintained

Create an equitable, respectful and enabling environment for men and women within the organisation through the following activities;

- Ensure that there is gender representation in all cross functional teams, interview and assessment panels
- Ensure that gender equity exists with regard to remuneration of employees
- Embed Key Performance Indicators in senior management position descriptions
- Seek opportunities to encourage gender diversity in positions historically filled by gender stereotypes

Review

This Policy will be reviewed every 12 months and when required by changes in legislation, or when company operations require it. If altered, workers will be consulted and notified of changes.



Signed:
(Luke Hamblyn, General Manager)

Date: 01/12/2020