

Gender Equality Policy



The SCC Group

Version 1.0
Date: 23/03/2023
Document No: GRP-POL_012
Review Date: 23/03/2025

PURPOSE

The purpose of this policy is to outline the SCC Group's commitment to promoting gender equality and inclusion for all staff at all levels.

The SCC Group understands gender equality as people of all genders and gender identities enjoying the same rights, resources, opportunities, and protections. The SCC Group is committed to fostering an inclusive, equitable and transparent culture at all stages of the employment cycle.

STATEMENT

We will support and encourage an organisational culture that reflects our commitment to gender equality and inclusion, and display values and behaviours that reflect The SCC Group's values.

In order to promote gender equality and inclusion we will:

- Encourage full participation of people of all genders and gender identities in our organisation.
- Integrate gender equality and inclusion principles into our business processes, management, leadership, and performance framework. The SCC Group has a zero-tolerance approach to gender-based discrimination and exclusion based on gender, disability, or other forms of identity.
- Ensure that our workplace is characterised by high levels of professionalism and gender sensitivity. We will call out inappropriate language or behaviour when it occurs.
- Support staff who experience gendered violence or discrimination, and strive to provide a safe workplace environment that promotes safety and security. The SCC Group does not tolerate violence or discrimination being perpetrated in and from the workplace.
- Ensure we maintain a diverse and inclusive workforce, paying particular attention to recruitment, training, and professional development strategies which encourages culturally diverse, indigenous, persons with disabilities, and LGBTIQ applicants to apply for positions.
- Recognise the valuable role that people of all genders and gender identities play in parenting children, and promote a family friendly workplace through the following activities:
 - a. Parental leave options
 - b. Flexible working arrangements
 - c. Working from home options
 - d. Maintaining awareness around family and domestic violence
- Influence, where we are able, third parties with whom we work, to adopt gender equality in their work.
- Ensure we are accountable to the people we work with and for, through monitoring and evaluating our programs from a gender equality perspective.
- Embrace gender equality during all stages in the employment process by:
 - a. Ensuring position descriptions are relevant and non-discriminatory;

- b. Ensuring managers and those responsible for recruitment are trained in equal employment principles;
- c. Monitoring and analysing employee exits by gender to understand the reason employees are leaving the organisation;
- d. Ensuring that performance standards are equitable and transparent; and
- e. Ensuring that succession planning is aligned with diversity and gender equality strategies.

TERMS & DEFINITIONS

Disability

The term 'persons with disabilities' includes those who have long term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.

Exclusion

A multidimensional process, caused by underlying inequality that prevents individuals or groups from fulfilling their rights.

Gender

Gender refers to the socially constructed roles, behaviours, activities and attributes that a society considers appropriate for a person based on his or her assigned sex at birth, or their sexual identity.

Gender Based Discrimination

The situation where there is a bias based on a person's gender that leads to defining the role he/she should play in society. An example of gender discrimination is where a woman is paid less than a man would be paid, solely on the basis of being female.

Gender Equality

Gender equality is about equal opportunities, rights and responsibilities for all genders and gender identities. Gender inequality is a result of unequal power distribution between people of different genders.

Gendered Violence

Gendered violence is an expression of power or control over individuals or groups because of their gender. Gendered violence includes domestic, family and sexual violence, sexual harassment and assault, stalking, intimate partner violence and violence amongst household and workplace members.

LGBTIQ

This includes those who identify as lesbian, gay, bisexual, transgender or intersex (LGBTI) or those who have questions about their sexual orientation and/or sexual identity (Q).

ROLES AND RESPONSIBILITIES:

CEO, CFO & Executive Leadership Team	Responsible for: <ul style="list-style-type: none"> • Promoting and enforcing the policy
Human Resources	Responsible for: <ul style="list-style-type: none"> • Implementing and communicating the policy • Regularly reviewing the policy • Advising and assisting managers and supervisors in addressing issues and complying with the policy
Managers & Supervisors	Responsible for: <ul style="list-style-type: none"> • Promoting the policy and an inclusive and diverse workplace culture amongst their staff • Reporting any issues or incidents as they arise

All staff	Responsible for: <ul style="list-style-type: none"> Adhering to the policy
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MONITORING AND REVIEW

The SCC Group will undertake a 5-year organisational gender audit as well as monitor annually individual staff performance through its performance appraisal processes. We will monitor the language and content of gender-related materials that we publish. This will be reviewed annually.

RELATED REFERENCES

- The SCC Group Code of Conduct
- Sex Discrimination Act 1984 (Cth)
- Workplace Gender Equality Act 2012 (Cth)
- Fair Work Act 2009 (Cth)
- Equal Opportunity Act 1984 (SA)
- Equal Opportunity Act 2010 (VIC)
- Anti-Discrimination Act 1991 (NT)
- Anti-Discrimination Act 1997 (Qld)



Brandon Petty – Group CEO
23 March 2023

