GENDER IMPACT ASSESSMENTS

PUFFING BILLY RAILWAY

TABLE 1 - GENDER IMPACT ASSESSMENTS PROGRESS

REQUIRED	REQUIRED	REQUIRED	REQUIRED	REQUIRED	REQUIRED	RECOMMENDED	RECOMMENDED
TITLE	SUBJECT	DESCRIPTION	STATUS	CONFIRM IF ACTIONS TAKEN	DESCRIBE ACTIONS TAKEN	CONFIRM INTERSECTIONALITY CONSIDERED	EXPLAIN INTERSECTIONAL LENS APPLIED
What is the title of the policy, program or service that was the subject of the GIA? Please use one row for each GIA completed. When reporting on multiple actions taken, include this information in the relevant single cell.	Was the subject of the GIA a policy, program or service? For definitions of policies, programs and services, please refer to the guidance materials at Appendix A: Glossary of terms. Use the drop-down menu in the cell to select your answer.	Provide a description of the policy, program or service subject to the GIA.	Was the policy, program or service new, or up for review? Use the drop-down menu in the cell to select your answer.	Were actions taken to develop or vary the policy, program or service to meet the needs of people of different genders, address gender inequality and promote gender equality as a result of the GIA? Use the drop-down menu in the cell to indicate whether or not actions were taken as a result of the GIA.	Describe the actions taken to develop or vary the policy, program or service to meet the needs of people of different genders, address gender inequality and promote gender equality. When reporting on multiple actions taken, include this information in one cell. You can press alt+enter to include new lines.	Was it considered that gender inequality may be compounded by disadvantage or discrimination that people may experience on the basis of intersectionality? Use the drop-down menu in the cell to select your answer.	Explain how an intersectional lens was applied while completing the GIA. If this was not done, explain why this was not practicable.
People Lifecycle - Volunteer Recruitment Program	Program	A detailed exploration as to how PBR can create a safe and welcoming environment to attract, maintain and support a diverse workforce, that is reflective of our visitors and communities. With decreasing interest in volunteering and a current aging volunteer workforce with the majority men, there is a pressing need to create an experience that will appeal to a broader group of the population.	For Review	Yes	This was the first GIA undertaken at PBR and as such the work was supported by the Women's Health in the South East (WHISE) to aid in building internal capabilities. As this topic was broad and of upmost importance to the operations of the organisation a comprehensive GIA was conducted with the planned recommendations approved by the Board. Main actions were - Internal communication campaign on importance of diversity - Training program including unconscious bias, disabilty, indigenous culture, sexual harassment - Supervisor development and education - Recruitment strategies - including working with community groups, greater diversity in promotional images used - Policy reviews and education Due to the comprehensive nature of the first and to date only GIA at PBR it will be submitted to the Commission as part of the progress report update.	Yes	This was limited by the information we had available. Had some knowledge of CALD volunteers but sample size very small

STRATEGIES AND MEASURES

INDICATORS KEY:

1. Gender composition of all levels of the workforce.
2. Gender composition of governing bodies.
3. Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender.
4. Sexual harassment in the workplace
5. Recruitment and promotion practices in the workplace.
6. Availability and utilisation of terms, conditions and pratices relating to:
   - family violence leave
   - flexible working arrangements
   - working arrangements supporting employees with family or caring responsibilities
7. Gendered segregation within the workplace"

TABLE 2.1 - STRATEGIES AND MEASURES PROGRESS

REQUIRED	REQUIRED	REQUIRED	RECOMMENDED	RECOMMENDED	RECOMMENDED	RECOMMENDED						
STRATEGIES AND MEASURES	**STATUS**	**STATUS DESCRIPTION**	**EVALUATION OF SUCCESS**	**TIMELINE**	**RESPONSIBLE**	**RELEVANT INDICATOR(S)**						
						1	**2**	**3**	**4**	**5**	**6**	**7**
List your organisation's strategies and measures. Include one strategy or measure per row. These are the planned actions that you have outlined in your GEAP to promote gender equality in your workplace.	Assign each strategy or measure a status from the following list: • 'Complete' indicates that all planned activities related to this strategy or measure have been finalised. • 'In progress' indicates that the activities under this strategy or measure are progressing but not yet complete. • 'Ongoing' indicates that the activities under this strategy or measure do not have an end-date and will be addressed on a continual basis. • 'Not started' indicates that the planned activities related to this strategy or measure have not yet commenced, including those that are intended to commence in future years. This should include strategies or measures that have been delayed. • 'Void' indicates that this strategy or measure appeared in your defined entity's GEAP, but has since been cancelled.	Describe your progress in implementing each strategy or measure in your GEAP. In particular, you need to explain: • Why you have selected that status from the drop-down menu; and • Whether the status indicates any delay or change from what was planned in your GEAP and if so, the reason for this change.	Evaluating the success of each of your strategies or measures may include: • tracking against pre-identified success markers. These markers may have been specified in your GEAP. • other evaluation markers that may not have been specified in your GEAP, such as participation levels, outcomes, or changes resulting from the strategy or measure, • other ways the strategy or measure has contributed to promoting gender equality in your defined entity.	If your GEAP included a timeline for action or implementation for your strategies and measures, include this timeline below. If you did not include a timeline in your GEAP, we highly recommend you do so in this progress report by including a timeline below.	Include the role or team responsible for implementing of each strategy or measure.	Identify one or more indicators for each strategy or measure that the action was designed to address. See the Indicators key to the right of this table for a description of each workplace gender equality indicator.						
External trainer engaged in delivering GIA training to key personnel	**COMPLETE**	Engaged WHISE to undertake training which occurred over the course of 2023. Will continue to engage WHISE to support this work as we grow internal capability to do this work across the organisation.	Took longer to complete than anticipated - lack of appreciation of the work required	Aug-22	Management team and Leaders People and Culture	x						
Development of GIA Tools	**IN PROGRESS**	Workshops for GIA conducted by WHISE using their suggested templates. PBR specific tools to be developed based on Commission and WHISE tools.	Took longer to complete than anticipated - lack of appreciation of the work required	Aug-22	Management team and Leaders People and Culture	x						
Set up a database for the collection of intersectional data and request the current workforce to update	**IN PROGRESS**	Implementation of new payroll system Employment Hero delayed - this was to be the tool to collate intersectional data as staff set up in the system for the first time	Plan to implement in 2024 - supplier requested to included all intersectionality fields required for staff to answer	Jan-23	People and Culture Finance	x						
Arrange for all new engagements to complete questionnaires about intersectionality as part of onboarding process	**IN PROGRESS**	Implementation of new payroll system Employment Hero delayed - this was to be the toll to collate intersectional data as staff set up in the system for the first time	Plan to implement in 2024 - supplier requested to included all intersectionality fields required for staff to answer	Jan-23	People and Culture Finance	x						

STRATEGIES AND MEASURES

TABLE 2.1 - STRATEGIES AND MEASURES PROGRESS

REQUIRED	REQUIRED	REQUIRED	RECOMMENDED	RECOMMENDED	RECOMMENDED	RECOMMENDED						
STRATEGIES AND MEASURES	STATUS	STATUS DESCRIPTION	EVALUATION OF SUCCESS	TIMELINE	RESPONSIBLE	RELEVANT INDICATOR(S)						
						1	2	3	4	5	6	7
Establish a first organisational RAP – reflect stage	COMPLETE	PBR Reconciliation Action Plan (RAP) 2022 - 2024 (reflect stage) completed and published	Actions identified now being worked upon	Jul-23	Visitor Experience People and Culture Communication	x						
Cultural awareness training	IN PROGRESS	As part of RAP - first indigenous culture awarness training - face to face booked for March 2024	Challenges engaging appropriately qualified trainers to facilitate training	Jul-23	Visitor Experience People and Culture Communication	x						
Install Aboriginal and Torres Strait Islander Flags at Lakeside Visitors Centre and Belgrave Stations	IN PROGRESS	Flags installed at Belgrave - plan to install Emerald 2024-2025 financial year	Concerns over costs - installation undertaken in 2 parts - half complete	Jul-23	Visitor Experience People and Culture Communication	x						
Install plaque acknowledging traditional owners at Lakeside Visitors Centre and Belgrave Stations	IN PROGRESS	Conversations commenced with local first natiions representatives re wording and appropriateness of plaques - posters maybe installed instead	Time and resources to implement	Jul-23	Visitor Experience People and Culture Communication	x						
Create new promotional images that reflect workforce diversity for use in advertising and recruitment campaigns – review and add new images on an annual basis	ONGOING	Updates of the Volunteer recruitment website and collateral have been updated but more needs to occur. Collateral will evolve over time	Ongoing focus that will evolve over time	Dec-23	People and Culture Communication	x						
E-leaning module developed on unconscious bias for employees to complete	IN PROGRESS	Incorporated as part of any diversity training programs rather than a program on its on. Will be part of Disabilty and Inclusion training to be delivered Feb 2024	Time and resources to implement	Dec-23	People and Culture	x						
E-leaning module developed on culture awareness for employees and volunteers to complete	NOT STARTED	Focus on sexual harassment, disability and indigenous culture training. This will be pushed out.	Time and resources to implement	Dec-23	People and Culture	x						
Investigate involvement in community job placement schemes targeted in engaging people of genders not traditionally performing in particular roles	IN PROGRESS	Seeking appropriate programs.	Is dependent on what provides are available but actively looking for opportunities	Dec-24	Visitor Experience People and Culture	x						
A minimum of 2 GIA's to be conducted each calendar year	IN PROGRESS	1 completed to date with 2 others commenced - resourcing slowed progress	Took longer to complete than anticipated - lack of appreciation of the work required	Aug-22	Management team and Leaders	x						
Terms of Reference prepared and membership, purpose determined with Board representation	COMPLETE	Diversity and Inclusion Working Group with Board representation up and running and evolving - meeting quarterly	Took longer to complete than anticipated - gathering a representative group took time	Jun-22	CEO/Board		x					
Make commitment statement on website	COMPLETE	Updates in annual reports and GEAP, Diversity and Inclusion policy on website		Jul-23	Board Communications		x					

STRATEGIES AND MEASURES

TABLE 2.1 - STRATEGIES AND MEASURES PROGRESS

REQUIRED	REQUIRED	REQUIRED	RECOMMENDED	RECOMMENDED	RECOMMENDED	RECOMMENDED						
STRATEGIES AND MEASURES	STATUS	STATUS DESCRIPTION	EVALUATION OF SUCCESS	TIMELINE	RESPONSIBLE	RELEVANT INDICATOR(S)						
						1	2	3	4	5	6	7
Review the Discrimination, Harassment and Bullying Policy to ensure commitment to gender equality, support of a safe workplace culture and zero tolerance to harassment, bullying and discrimination is articulated	COMPLETE	Board approved revision of Policy in 2023 and creation of separate Sexual Harassment Policy - to be placed on PBR website	Completed ahead of time in response to changes in legislation	Jul-24	Board Communications People and Culture		x					
Widely promote Discrimination, Harassment and Bullying policy and make available on website the Board endorsed policy	COMPLETE	Revised in 2023 and distributed - copy on website		Jul-24	Board Communications People and Culture		x					
Review the Diversity and Inclusion Policy to ensure commitment to GEAP is articulated	COMPLETE	Revised in 2023 and distributed - copy on website		Jul-24	Board Communications People and Culture		x					
Widely promote Diversity and Inclusion policy and make available on website the Board endorsed policy	COMPLETE	Revised in 2023 and distributed - copy on website		Jul-24	Board Communications People and Culture		x					
Outline progress in annual board reports	ONGOING	Reflected in 2023 Annual report and will continue to be reported		Jul-24	Board Communications People and Culture		x					
Achieve gender balance in board where at least 40% of board members are women	ONGOING	Changes in Board membership during 2023/24 - Board membership - as of Feb 2024 4 women and 3 men		Jul-25	Board		x					
Board members to undertake training on principles of gender equality and unconscious bias including its impact on a volunteer workforce	NOT STARTED	To be arranged later in year		Sep-25	Board		x					
Engage an external specialist to undertake position benchmarking	COMPLETE	External consultant engaged and work completed early 2023. Will review as required ongoing		Jul-22	People and Culture			x				
Review current positions to ensure equivalent pay for equivalent work (post benchmarking)	COMPLETE	Comparison conducted and standardisation of positions occurred		Jul-23	People and Culture			x				
Create an all of organisation salary framework	COMPLETE	Created - working with Board re implementation		Jul-23	People and Culture			x				
Reduce gender pay gap by at least 5% in the next 4 years	ONGOING	Reduction in gap occurred but to be a continuing goal until equity achieved		Sep-25	Leadership team			x				

STRATEGIES AND MEASURES

TABLE 2.1 - STRATEGIES AND MEASURES PROGRESS

REQUIRED	REQUIRED	REQUIRED	RECOMMENDED	RECOMMENDED	RECOMMENDED	RECOMMENDED						
STRATEGIES AND MEASURES	STATUS	STATUS DESCRIPTION	EVALUATION OF SUCCESS	TIMELINE	RESPONSIBLE	RELEVANT INDICATOR(S)						
						1	2	3	4	5	6	7
Sexual Harassment training for all employees delivered by specialist organisation i.e., VHREOC	IN PROGRESS	Decided to create internal training - distributed Jan 2024 for employees to complete by June 2024	Time and resources to implement	Dec-23	People and Culture Safety				x			
Support and acknowledge at least two national days of reflection or awareness each calendar year i.e., White Ribbon Day, RUOK Day, NAIDOC Week, National Sorry Day	ONGOING	Established a calender of events reviewed annually		Dec-23	People and Culture Safety Communication				x			
Child Safety training/ education focusing on gender awareness	NOT STARTED	Current focus child safety and disablity - incorporated into training for Feb 2024		Dec-25	People and Culture Safety				x			
Work towards zero incidents of Sexual Harassment	IN PROGRESS	Working towards with awareness raising, revised policies, training which are all ongoing programs		Jul-24	People and Culture Safety				x			
Development of a Contact Officer Program – trained staff members who assist workforce members who experience discrimination and harassment in the workplace	IN PROGRESS	New procedure and position description created. Consultation and awareness raising occuring	On time progress	Jul-24	People and Culture Safety				x			
Have first Contact Officers identified and trained	NOT STARTED	Preparation steps occuring - New procedure and position description created. Consultation and awareness raising occuring	On time progress	Sep-25	People and Culture Safety				x			
Employee Assistance Service (EAP) Program to be offered to employees and volunteers every year	COMPLETE	Program well established and widely promoted - contract with provided reviewed annually		Nov-25	People and Culture				x			
Sexual Harassment Training - Bi-annual refresher training for all employees as part of training calendar	IN PROGRESS	To be established - working through training Feb to June 2024. Next cycle Feb to June 2026		Dec-25	People and Culture				x			
Review the Recruitment and Selection Policies to ensure commitment to diversity and inclusion is articulated	COMPLETE	Volunteer recruitment and Employee policies reviewed		Nov-22	People and Culture					x		
Ensure job design language is inclusive	ONGOING	Reviewed each time		Nov-22	People and Culture Communication					x		

STRATEGIES AND MEASURES

TABLE 2.1 - STRATEGIES AND MEASURES PROGRESS

REQUIRED	REQUIRED	REQUIRED	RECOMMENDED	RECOMMENDED	RECOMMENDED	RECOMMENDED						
STRATEGIES AND MEASURES	STATUS	STATUS DESCRIPTION	EVALUATION OF SUCCESS	TIMELINE	RESPONSIBLE	RELEVANT INDICATOR(S)						
						1	2	3	4	5	6	7
Engage Volunteer Victoria to conduct volunteer recruitment training with volunteer supervisors	COMPLETE	Volunteer Victoria training conducted with all supervisors in 2022. Ongoing Volunteer Victoria training programs shared with new supervisors		Nov-22	People and Culture					x		
Employment Policy to be developed and implemented to support the engagement of young people first entering the workforce	COMPLETE	Policy updated to permit young people under the age of 18 into hospitality positions with additional support/mentoring provided to ensure success		Mar-23	People and Culture					x		
Conduct education sessions for employees involved in recruitment focusing on diversity, inclusion, transparency and courtesy throughout the process	COMPLETE	Internal Bite Sized Learning training sessions undertaken as part of ongoing training		Nov-23	People and Culture					x		
Policy developed for acting in higher coverage for roles vacant for 2+ weeks	IN PROGRESS	Drafted - to be reviewed		Dec-23	Board					x		
Identification of casual conversion offers for high performing casual employees	ONGOING	Occurs ongoing - with casual pattern of work reviewed and rostering needs		Dec-23	Visitor Experience					x		
Seek retail items that do not perpetuate gender roles – introduce at least 2 new gender-neutral products (that would previously be gender specific) in the next 4 years	NOT STARTED			Mar-25	Commercial Events Communications					x		
Expand Day Out with Thomas to embrace diversity amongst characters – 2 examples of gender diversity over next 4 years	NOT STARTED			Mar-25	Commercial Events Communications					x		
Establish a Purchase Additional Leave Policy	COMPLETE	Approved by the Board December 2022		Dec-22	People and Culture Board Leadership Team						x	
Separate records for personnel leave to identify carers leave	IN PROGRESS	To occur as part of new payroll system rollout, anticipated in 2024. Records are kept, but manual		Jul-23	Finance						x	
Review the Flexible Work Arrangements Policies to ensure the commitment to fair and tailored access is articulated and applied throughout the organisation	COMPLETE	Policy revised and approved by the Board May 2023		Dec-23	People and Culture Board Leadership Team						x	

STRATEGIES AND MEASURES

PUFFING BILLY RAILWAY

TABLE 2.1 - STRATEGIES AND MEASURES PROGRESS

REQUIRED	REQUIRED	REQUIRED	RECOMMENDED	RECOMMENDED	RECOMMENDED	RECOMMENDED						
STRATEGIES AND MEASURES	STATUS	STATUS DESCRIPTION	EVALUATION OF SUCCESS	TIMELINE	RESPONSIBLE	RELEVANT INDICATOR(S)						
						1	2	3	4	5	6	7
Promote opportunities for flexible conditions of employment in recruitment campaigns	ONGOING	Flexibility is promoted in recruitment advertisement and offered/discussed during engagement		Dec-23	People and Culture Board Leadership Team						x	
Promote Flexible work opportunities with employees through a dedicated intranet page	COMPLETE	Flexibility is promoted on Conditions of Employment page on Intranet		Dec-23	People and Culture Board Leadership Team						x	
Education session for managers/supervisors on the benefits and how to manage flexible work arrangements	NOT STARTED	Flexible work options to be a learning topic in the internal Bite Sized Learning internal education program in 2024		Dec-23	People and Culture Board Leadership Team						x	
Evaluate the current Domestic and Family Violence Leave Policy	COMPLETE	Policy revised and approved by the Board February 2023		Jul-25	People and Culture Board						x	
Expand paid days available to 10 paid days	COMPLETE	Policy revised and approved by the Board February 2023		Jul-25	People and Culture Board						x	
Review parental leave policy and access against best practice process and recent evidence-based research	NOT STARTED			Dec-25	People and Culture Finance						x	
Open tours for workforce members to explore parts of the business that are unfamiliar – minimum 2 tours arrange each year	COMPLETE	Offered tours early 2023	Little interest when program offered. May reintroduce in 2025 and assess any interest	Dec-24	People and Culture Train Services Communication							x
Review of terminology of roles and positions to not present as gender specific	ONGOING	Advertised reviewed when created. Online tools can assist in review.		Nov-23	People and Culture Train Services Communication							x
Investigate initiatives by other operators in the Heritage Rail Sector in gender diversity programs and present to the Diversity and Inclusion Advisory Group	COMPLETE	Involvement in heritage rail reference group (Volunteer Program Lead represents PBR). Work with the sector on diversity program (part of Emerging Stronger grant into attracting people to volunteering).	Remain an ongoing conversation	Mar-24	Train Services People and Culture							x
Investigate and design of fit for purpose, clean and safe amenities/toilet facilities for workforce at Belgrave Workshop	IN PROGRESS	Options under investigation with temporary toilet facility installed Dec 2023		Aug-24	Infrastructure							x

STRATEGIES AND MEASURES

PUFFING BILLY RAILWAY

TABLE 2.1 - STRATEGIES AND MEASURES PROGRESS

REQUIRED	REQUIRED	REQUIRED	RECOMMENDED	RECOMMENDED	RECOMMENDED	RECOMMENDED						
STRATEGIES AND MEASURES	STATUS	STATUS DESCRIPTION	EVALUATION OF SUCCESS	TIMELINE	RESPONSIBLE	RELEVANT INDICATOR(S)						
						1	2	3	4	5	6	7
Provide opportunities to share lesser used skills through demonstration sessions – in person or recorded	NOT STARTED			Nov-24	Infrastructure Communications People and Culture							x
Volunteer information nights specifically tailored to cater for women – 2 in next 4 years	NOT STARTED			Dec-24	Train Services Communications People and Culture							x
Seek Grant opportunities to develop Women Focussed Mentoring and Volunteer Pathways	ONGOING	Constantly on the look out for appropriate programs/grants		Dec-24	Train Services Communications People and Culture							x
Explore engagement with like-minded not-for-profit volunteer organisations to seek ideas and input to increase gender diversity	ONGOING	Involvement with heritage rail and tourism/ cultural sector organisations with volunteer involvement	Take time developing relationships	Dec-24	Marketing People and Culture							x
Achieve a volunteer workforce of at least 25% women	IN PROGRESS	Promotions and recruitment strategies targeted at women - currently 15% women		Dec-24	Marketing People and Culture							x
Investigate and design of fit for purpose, clean and safe amenities/toilet facilities for workforce at Emerald Workshops	COMPLETE	Complete		Aug-25	Infrastructure							x

RESOURCING YOUR GEAP

TABLE 2.2 - ALLOCATION OF RESOURCES TO IMPLEMENT THE STRATEGIES AND MEASURES IN YOUR GEAP

RECOMMENDED

You might consider some or all of the following, in addition to any other aspects you consider relevant:

• Who implements the strategies and measures in your GEAP? What role do they perform at what level in your defined entity?

• How many staff members/FTE are allocated to implementing the strategies and measures?

• Was enough resourcing allocated to successfully implement your strategies and measures? If not, how will this be addressed?

YOUR COMMENTS

The majority of the work in progressing the strategies and measures of the GEAP has been with the People and Culture Manager, constituting part of the regular workload.

A working group with Board involvement and reporting to the Board chaired by the People and Culture Manager has had oversight into GEAP progress.

External support has been obtained in the execution of GIA's through WHISE who assisted with the initial GEAP analysis. It is hoped a long term supportive relationship is developed with WHISE to assist with progressing actions and building internal capability.

The resourcing and time required to address each strategy and meeting the reporting requirements has been more than anticipated - a challenge with a new obligation.

WORKPLACE GENDER EQUALITY INDICATORS

PUFFING BILLY RAILWAY

TABLE 3 - WORKPLACE GENDER EQUALITY INDICATORS PROGRESS

REQUIRED	REQUIRED	REQUIRED	RECOMMENDED FACTORS							RECOMMENDED
INDICATOR	CONFIRM IF PROGRESS MADE	PROGRESS DESCRIPTION	a	b	c	d	e	f	g	FACTORS DISCUSSION
This column contains the seven workplace gender equality indicators. Complete the 'required' fields, and you are encouraged to complete the 'recommended' columns, to the right of each indicator.	Indicate whether your organisation has made progress in relation to the workplace gender equality indicators. Use the drop-down menu in the cell to select 'yes' or 'no.'	Demonstrate your progress in relation to each workplace gender equality indicator. In this column, please explain why you believe changes in your data do or do not represent progress against each indicator. Refer explicitly to quantitative changes in the data between your previous workplace gender audit and your progress audit. If you wish, you may also make reference to any strategy or measure from your GEAP that supported, or was designed to support, progress against that indicator.	Indicate below whether or not one of these factors has affected your organisation's progress against each indicator. You are encouraged to reference these factors in your discussion in column L. See the Factors key to the right of this table for a description of each factor.							If you have selected 'yes' to any of the factors in the recommended columns to the left, you are encouraged to complete this column. This column allows you to discuss each factor that has affected your organisation's progress in relation to any of the workplace gender equality indicators.
Gender composition of all levels of the workforce	Yes	The split remains stable at 52% women (for this report) and 51% at time GEAP developed. Since time of reporting (June 2023) the executive has changed to comprise 2 women and 2 men	Yes	Yes	No	No	No	Yes	Yes	The staff size is 140 at time to writing - covering a diverse range of job types. Small changes can impact percentage statistics at any point in time.
Gender composition of governing bodies	Yes	Changes in Board membership during 2023/24 - Board membership - as of Feb 2024 4 (57%) women and 3 (43%) men	Yes	Yes	Yes	Yes	No	No	No	The Puffing Billy Railway Act 2022 replaced the Emerald Tourist Railway Board Act 1977. The government have ventured to attract new appropriated skilled people to the Board, endeavouring to reflect greater diversity.
Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender	Yes	At time of preparing the GEAP the pay gap was 12.6% difference in mean total remuneration between men and women, where as now the difference is 6.4% - a significant change. The positive difference is the result of slow standardisation of like roles to the same/similar base salary rates.	Yes	Yes	No	Yes	No	Yes	Yes	
Sexual harassment in the workplace	No	Sample size is small - target for no reported cases but people have indicated in the People Matter survey that they had or were aware of sexual harassment in the workplace (noting that the sample size was small this experience data ie 36%)	Yes	No	No	No	No	No	No	
Recruitment and promotion practices in the workplace	Yes	Gender nutural language in ads with encouragement for all to apply - the same for volunteering roles, is applied to all advertisements. More men were recruited in the reporting period - contributed by vacant positions in traditional male dominated role ie trades, labour work. Promotion opportunities/acting in higher opportunities were filled by men. Note sample sizes for all measures are small	Yes	Yes	No	Yes	Yes	No	Yes	

WORKPLACE GENDER EQUALITY INDICATORS

PUFFING BILLY RAILWAY

TABLE 3 - WORKPLACE GENDER EQUALITY INDICATORS PROGRESS

REQUIRED	REQUIRED	REQUIRED	RECOMMENDED FACTORS							RECOMMENDED
INDICATOR	CONFIRM IF PROGRESS MADE	PROGRESS DESCRIPTION	a	b	c	d	e	f	g	FACTORS DISCUSSION
Availability and utilisation of terms, conditions and practices relating to: - family violence leave; and - flexible working arrangements; and - working arrangements supporting employees with family or caring responsibilities	Yes	Sample size small so difficult to report. Anecdotally, greater interest in seeking flexible work options - often informal arrangements ie work from home, change start and end times	Yes	No	No	No	No	No	No	
Gendered segregation within the workplace	No	Job types follow traditional gender sterotypes - men in trades (83% 2023 to 53% 2021), professionals (54% 2023 to 33% 2021) Women dominate in clerical/admin roles (83% 2023 and 89% in 2021) There is a slight increase in women involved as labourers (50% 2023 compared to 33% in 2021), noting the sample sizes are very small	Yes	No	No	No	No	No	No	