



UNSW Student Life

GENDER EQUALITY STRATEGY 2016



Strategy in Context

Brad Hannagan
Chief Executive Officer

Equality of opportunity is an essential part of Arc's strategy and people management. While recognising that all differences are valued, from gender and ethnicity to thinking styles, Arc employment practices ensure that these differences do not lead to discrimination in the workplace. Men and women want to be confident that, when they apply for work at Arc or when they are employed, factors which are not relevant to their ability to do their job, will not affect their career.

Arc is committed to creating and celebrating a positive, inclusive culture based on respect for individuals' differences, in which staff are actively encouraged to reach their full potential.

This strategy provides an overarching framework for a wide range of complementary policies such as Equal Employment Opportunity or Performance Appraisal and Professional Development Policy. It also champions gender equality at the organisational level to achieve and maintain a respectful and fair workplace for all Arc employees.

This strategy is also aligned with Arc's vision and aspirations described in the Arc Strategic Intent Document, to create the best student experience through maximising the support, engagement and development of UNSW students. This aspiration will only be achieved through the full engagement of Arc's employees embedding the values of Arc. Therefore, Arc remains strongly committed to maintaining an environment of true equality and diversity across the organisation which fully supports Arc's strategic direction.

Brad Hannagan
Chief Executive Officer

Arc@UNSW Limited



Arc's Vision

Arc's vision is for all of its employees to enjoy the same rights, resources and opportunities regardless of their gender.

Arc will achieve this by embedding gender equality principles of fairness and justice throughout Arc as well as by developing and implementing actions and programs that address our organisational culture, values, policies and practice.

In recent years, a number of significant measures have been introduced to support equality of opportunity within Arc. For example, schemes such as flexi-time, part-time work options and training and career development practices to help both genders balance work and family and other life commitments.

The Arc Board, along with the members of Arc have implemented affirmative action measures to ensure that gender equality exists on the Arc Board of Directors. Arc's Constitution has been repealed and replaced to ensure that at least half of the student Directors elected each year are women.

There are also specific Women's Officer and Councillor positions on Arc's Student Representative Council and the Postgraduate Council.

Arc remains strongly committed to promoting gender equality within Arc and its activities.

Arc's Goals

WE ARE COMMITTED TO MAINTAINING A RESPECTFUL AND FAIR WORK ENVIRONMENT WHERE:

Gender is considered in all strategy and planning

- Workplace flexibility is clearly defined, communicated and applied to all, equally
- The workplace is designed around people, not the other way around
- Gender bias across the organisation is identified and eliminated
- All employees are paid in a fair and equal manner and pay decisions are free from gender bias
- All employees are equally able to pursue professional development opportunities.

Arc's Principles

THE FOUNDATION OF THIS STRATEGY IS BASED ON THE FOLLOWING PRINCIPLES IDENTIFIED BY THE GENDER EQUALITY COMMITTEE.

- 1. Equality, opportunity and diversity**
Gender equality is consistently reflected and represented in policies, practices, behaviours, messaging and leadership
- 2. Fairness**
staff receive the same opportunities in recruitment, professional development, pay levels and are able to enjoy a fair and open workplace culture
- 3. Clarity**
We promote an open culture and are transparent in the way we approach recruitment, training and career progression to ensure gender equality
- 4. Safety & Well-being**
Arc takes steps to maintain gender equality by adopting and implementing policies to secure the health, safety and well-being of workers



Gender Equality Committee Representation

The Gender Equality Committee is the Executive Committee of Arc.

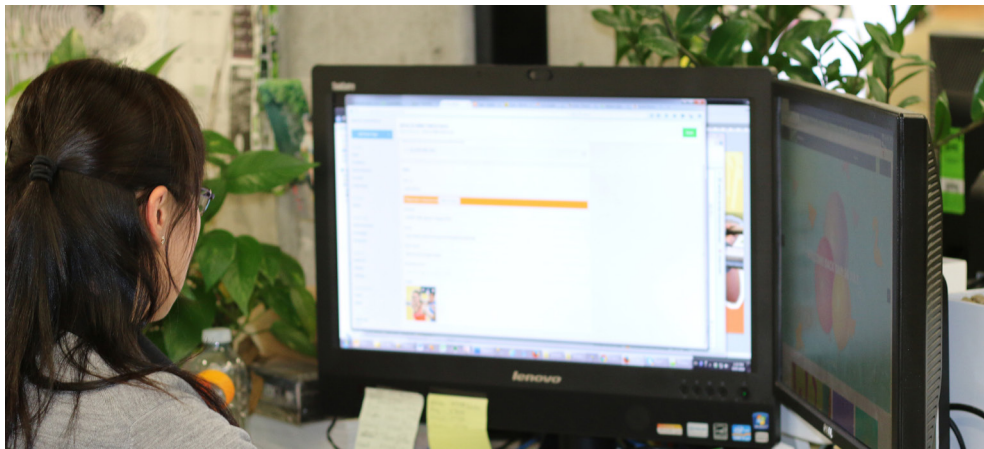
Brad Hannagan
Chief Executive Officer

Nitasha Prasad
Director of Business Administration

Nathan Shipp
Director of Sales

Shelley Valentine
Director of Student Services

The Committee meets fortnightly and Gender Equality is a standing agenda item for all the meetings. A detailed GE report is reviewed by the Committee each quarter.



Scope and Timing

This strategy maintains Arc's commitment to gender equality as:

- An employer
- A service provider within the student sector

This strategy will be reviewed every two years.

Strategic Objectives

- Communicate and promote Gender Equality throughout Arc
- Develop and implement individual strategies that support Gender Equality
- Maintain leadership accountability and focus
- Establish quality reporting to enable tracking & improving Gender Equality outcomes
- Preventing sex-based harassment and discrimination
- Facilitate a flexible work environment to ensure support to female and male staff including those with family and caring responsibilities
- Ensure equal representation of women and men in leadership positions and maintain a balanced workforce composition
- Identify, analyse and address any remuneration gender gap
- Further develop the employee consultation mechanism in regards to Gender Equality
- Review & implement initiatives to establish a reputation as a leader organisation in Gender Equality within the student sector

