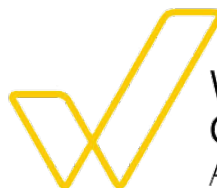




Australian Government



Workplace  
Gender Equality  
Agency



# 2022 - 23 Gender Equality Reporting

## Submitted By:

Lives Lived Well Limited 96154079633

# #Workplace Overview

## Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

**Recruitment:** Yes

Policy; Strategy

**Retention:** Yes

Strategy

**Performance management processes:** Yes

Policy

**Promotions:** Yes.

Policy

**Talent identification/identification of high potentials:** NoNot a priority

**Succession planning:** No

Not a priority

**Training and development:** Yes

Policy; Strategy

**Key performance indicators for managers relating to gender equality:** NoNot aware of the need

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

YesPolicy

4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

## Governing Bodies

**Organisation:** Lives Lived Well Limited

**1.Name of the governing body:** The Board

**2.Type of the governing body:** Board / committee of partners

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	3	6	0

**4. Formal section policy and/or strategy: Yes**

**Selected value:** Policy

**6. Target set to increase the representation of women: No**

**Selected value:**

Not aware of the need

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Not aware of the need

**2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.**

<p>LLW was created as a result of a merger and has undertaken two subsequent mergers. As such, the makeup of the current LLW Board reflects in part the membership of the legacy or joining organisations. The most recent Board additions to replace departing members were female, with female representation actively sought. Our Deputy Chair is female and female Board members chair various Board Sub-Committees.</p>

# #Action on gender equality

## Gender Pay Gaps

**1. Do you have a formal policy and/or formal strategy on remuneration generally?**

Yes

Strategy

**1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?**

No Other

**2. What was the snapshot date used for your Workplace Profile?**

2023-03-30

**4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.**

<p>Nothing to add</p>

## Employer action on pay equality

1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

No

Salaries for SOME employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (for example because pay increases can occur with some discretion such as performance assessments)

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

<p>Role classifications and pay ranges for award and non-award (salaried) roles are evaluated and approved as part of recruitment process (before advertising). These are not subject to change during the individual appointment process.</p><p>Non-award salary ranges are set using an independent salary banding scale assessed against market rates. Roles are evaluated using a commercial job evaluation methodology.</p><p>There is scope for some negotiation on appointment within the designated range.</p>

## Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

NoOther

**Other Details:**Whilst not canvassed in the context of gender equality, LLW has multiple mechanisms for seeking employees views , experiences and suggestions for factors that contribute to workplace experience and participation.

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

No

Not aware of the need

3. On what date did your organisation share your last year's public reports with employees and shareholders?

Employees:

Shareholder:

4. Have you shared previous Executive Summary and Industry Benchmark reports with the governing body?  
Yes
5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

# #Flexible Work

## Flexible Working

1. Do you have a formal policy and/or formal strategy on flexible working arrangements?  
Yes  
Policy
  - 1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:  
A business case for flexibility has been established and endorsed at the leadership level  
Yes  
  
The organisation's approach to flexibility is integrated into client conversations  
No  
Not aware of the need  
  
Employees are surveyed on whether they have sufficient flexibility  
Yes  
  
Employee training is provided throughout the organisation  
No  
Not aware of the need  
  
The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)  
No  
Currently under development

**Estimated Completion Date:** 2024-07-01

**Flexible working is promoted throughout the organisation**

Yes

**Targets have been set for engagement in flexible work**

No

Not aware of the need

**Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body**

No

Insufficient resources/expertise

**Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel**

No

Insufficient resources/expertise

**Leaders are held accountable for improving workplace flexibility**

Yes

**Leaders are visible role models of flexible working**

Yes

**Manager training on flexible working is provided throughout the organisation**

Yes

**Targets have been set for men's engagement in flexible work**

No

Not aware of the need

**Team-based training is provided throughout the organisation**

Yes

**Other:** No

2. Do you offer any of the following flexible working options to MANAGERS in your workplace?

Date Created: 30-05-2023

**Carer's leave: Yes**

SAME options for women and men Formal options are available; Informal options are available

**Compressed working weeks: No**

Other

**Other:** Is considered not compatible with our focus on employee self care and well-being

**Flexible hours of work: Yes**

SAME options for women and men Formal options are available; Informal options are available

**Job sharing: No**

Other

**Other:** Have received no request from managers about job-sharing

**Part-time work: Yes**

SAME options for women and men Formal options are available; Informal options are available

**Purchased leave: No**

Currently under development

**Estimated Completion Date:** 2023-12-01

**Remote working/working from home: Yes**

SAME options for women and men

**Time-in-lieu: Yes**

SAME options for women and men

Formal options are available; Informal options are available

**Unpaid leave: Yes**

SAME options for women and men Formal options are available; Informal options are available

**3. Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?**

Yes

**5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**

Yes, women and men

**7. If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.**

<p>No</p>



# #Employee Support

## Paid Parental leave

1. Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

Yes, we offer employer funded parental leave to all genders without using the primary/secondary carer definition

1. If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

<p>No</p>

## Support for carers

1. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

No

Included in award/industrial or workplace agreement

2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

- 2.1. Employer subsidised childcare

No

Not a priority

- 2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No

Not aware of the need

- 2.3. Breastfeeding facilities

No

Not aware of the need

- 2.4. Childcare referral services

No

Insufficient resources/expertise; Not aware of the need

- 2.5. Coaching for employees on returning to work from parental leave

No

Insufficient resources/expertise; Not a priority

- 2.6. Targeted communication mechanisms (e.g. intranet/forums)

Yes

Available at ALL worksites

**2.7. Internal support networks for parents**

No

Not aware of the need

**2.8. Information packs for new parents and/or those with elder care responsibilities**

No

Insufficient resources/expertise; Not aware of the need; Not a priority

**2.9. Parenting workshops targeting fathers**

No

Insufficient resources/expertise; Not aware of the need; Not a priority

**2.10. Parenting workshops targeting mothers**

No

Insufficient resources/expertise; Not aware of the need; Not a priority

**2.11. Referral services to support employees with family and/or caring responsibilities**

No

Insufficient resources/expertise; Not aware of the need; Not a priority

**2.12. Support in securing school holiday care**

No

Insufficient resources/expertise; Not aware of the need; Not a priority

**2.13. On-site childcare**

No

Insufficient resources/expertise; Not a priority

**2.14. Other details: No**

**3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.**

<p>No</p>

## Sexual harassment, harassment on the grounds of sex or discrimination

**1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?**

Yes

Policy

**1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?**

**2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?**

**All Non-Managers**

Yes

**Voluntary question: All Non-Managers**

**9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.**

## Family or domestic violence

**1. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?**

No

Currently under development

**Estimated Completion Date: 2024-06-30**

**2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?**

**A domestic violence clause is in an enterprise agreement or workplace agreement**

No

Other

**Provide Details:** Staff at LLW are not covered by an enterprise or workplace agreement

**Confidentiality of matters disclosed**

Yes

**Protection from any adverse action or discrimination based on the disclosure of domestic violence**

Yes

Date Created: 30-05-2023

**Employee assistance program (including access to psychologist, chaplain or counsellor)**

Yes

**Emergency accommodation assistance**

No

Insufficient resources/expertise

**Provision of financial support (e.g. advance bonus payment or advanced pay)**

Yes

**Flexible working arrangements**

Yes

**Offer change of office location**

Yes

**Access to medical services (e.g. doctor or nurse)**

No

Insufficient resources/expertise

**Training of key personnel**

No

Currently under development

**Estimated Completion Date:** 2024-06-30

**Referral of employees to appropriate domestic violence support services for expert advice**

Yes

**Workplace safety planning**

No

Not aware of the need

**Access to paid domestic violence leave (contained in an enterprise/workplace agreement)**

Date Created: 30-05-2023

No

Other

**Provide Details:** Staff at LLW are not covered by an enterprise or workplace agreement

**Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

No

**Number of days:**

10

**Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

Yes

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

**Provide Details:** No

2. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below