

Gender Equity Workforce Action Plan 2024–2026



Aim

Promote gender equity and support cultural change to remove the barriers to equitable participation in the workplace.

Measures of success

- ↑ increase employee survey results by 2.5% for questions relating to positive experiences with accessing flexible working arrangements and gender equity
- ↑ increase employee participation in Recognise, Respond, Refer training program from 85% in 2024 to 87.5% in 2026

This action plan builds on our previous work uplifting our capability and addressing barriers to increasing representation and inclusion for all people regardless of their gender.

Build awareness and capability <i>Implement capability initiatives to foster a safe and inclusive workplace culture and embed behavioural change</i>		
Actions	Outcome	Responsible
Support and educate managers to lead fair, inclusive and respectful workplaces.	Increased management knowledge and awareness to help foster and model inclusive workplaces that embed respectful behaviour.	Diversity & Inclusion SCH Managers
Participate, celebrate, acknowledge and promote days of significance and events.	Increased staff and leadership participation to promote understanding of gender bias and the importance of inclusion.	Diversity & Inclusion All employees
Provide information and education to normalise flexible working arrangements, with a focus on flexible work arrangements for leadership roles.	Encourage full participation in the workforce through increased staff and leadership understanding of the benefits of women's full participation in the workplace.	Diversity & Inclusion SCH Managers
Implement and promote additional diversity and inclusion training to promote inclusive practices.	Increased training completion rates to build knowledge, create inclusive respectful workplaces and remove barriers for employees regardless of gender.	Diversity & Inclusion Workforce Capability



Sunshine Coast Health respectfully acknowledges the Traditional Custodians, the Kabi Kabi/Gubbi Gubbi and Jinibara people on whose land we provide our services. We also pay our respects to the Aboriginal and Torres Strait Islander Elders, past, present, and future. We recognise the strength and resilience that Aboriginal and Torres Strait Islander people and their ancestors have displayed in laying strong foundations for the generations that follow.

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Create employment, career pathways and support

Implement practices and programs that value transferable skills and lived experiences, and invite and accommodate diversity

Actions	Outcome	Responsible
Enhance existing resources for transitioning to parental leave, keeping in touch, paid parental leave options and returning to work.	Increased understanding of the benefits of gender non-traditional roles, improved positive workplace experience and reduced perception of gender as a barrier to success.	Diversity & Inclusion
Investigate barriers for women progressing to managerial roles.	Improved gender equality confidence for managers and understanding of and addressing the barriers to women progressing in the workplace.	Diversity & Inclusion

Embed inclusive policies, practices and language

Foster inclusive workplaces where everyone feels valued, can be themselves and able to contribute and progress in the workplace

Actions	Outcome	Responsible
Maintain White Ribbon Australia Workplace Accreditation by continuing to evolve the systems, processes and mechanisms in place to support employees impacted by domestic and family violence.	Improved understanding and support structures for employees impacted by domestic and family violence.	Diversity & Inclusion
Conduct a Family Friendly Workplace benchmark assessment against National Work and Family Standards.	Improved family friendly workplace following implementation of benchmarking outcomes to uplift policies, practices and language.	Diversity & Inclusion
Support the implementation of new entitlements to superannuation payments on unpaid parental leave and the introduction of reproductive health leave.	Improved understanding for managers and employees of the availability of leave, benefits and superannuation.	Diversity & Inclusion
Support and promote the deployment of Sexual Harassment Officers across the organisation.	Increased resources and understanding of the Sexual Harassment Directive 12/23 and the role of Sexual Harassment Officers to promote staff confidence to report sexual harassment and workplace harm.	Diversity & Inclusion



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