ODYSSEY HOUSE VICTORIA

Employer Statement 2022-23 Gender Pay Gap (GPG)

Several Odyssey House Victoria (OHV) strategies and initiatives highlight our commitment to diversity, inclusion and equity. This includes gender equality. Our workforce remains a key enabler in delivering our strategic objectives, with women representing around 65% of our workforce, which is typical of our industry sector. We are committed to removing all gender pay gaps and providing staff more opportunities in career development, alongside workplace flexibility initiatives, additional paid leave for parental, menopause-menstruation, and gender affirmation purposes, and psychosocially safe working environments.

OHV's 2022-23 gender pay gap data shows a significant reduction in the percentage of men being paid more than women, down from 6.1% in 2021-22 to 0.9% in 2022-23, partly as a result of replacing two long-term male executives with female executives in this period. This change was a deliberate and formal strategy to improve the representation of females at this level. Our small gender pay gap now positions us well below our industry comparison group of 3.3%. This trend also backs WGEA's research that increasing the representation of women in executive leadership roles is associated with declining organisational gender pay gaps.

The higher concentration of women's remuneration in the upper quartiles is encouraging, influenced not only by the recent executive appointments but by more management and senior front-line roles being held by women.

Representation of women on our Board has been high in recent years, with a female holding the position of Chair since 2019. Nevertheless, our 2019-2022 strategy which aimed to increase the number of women in leadership roles, has resulted in some significant improvements in this period, including:

- Achieving a 50-50 gender distribution in key management personnel, up from around 40% of these roles being held by women.
- Appointing 86% of management roles to women, including promotions.

Australian workforce trends show part-time roles as a driver of the gender pay gap, being mostly female occupied and lower paid. However, whilst part-timers are predominantly female at OHV, the majority of these part-time staff are in professional roles attracting higher salaries. Furthermore, most have been granted part-time status for the purposes of flexibility and achieving an improved work life balance.

Consequently, our main remaining driver of the gender pay gap is the apparent concentration of lower remunerated roles of non-management, administrative and business support services. Whilst these roles are within our control, they have been held by several women in our organisation for some time. Our continuing commitment to utilising as much of our funding to client-facing, front-line service provision roles as possible, and limiting expenditure in administrative support roles, may continue to reinforce this trend whilst current staff remain in these positions, with slower growth in new administrative positions also expected in the short-term.

From here, our ongoing commitment to workplace equality will be formalised beyond our organisational strategy over the next year with a dedicated Gender Equity policy to acknowledge our existing gender diverse initiatives, aligning with our values, and providing good attraction and retention drivers of the organisation.