



Supporting gender equality @ Vinnies

The St Vincent de Paul Society NSW is committed to equal opportunity in the workplace and to removing barriers that hold back women's progression. We support fair and equitable pay and remuneration, career development and training, and ensuring our policies and practices give women and men equal opportunities for advancement so they can realise their full potential.

Ways we support gender equality

- Analysing our remuneration data to understand our gender pay gap; sharing the findings with our Board, Executive Team, and working on ways to address the gap.
- Introducing gender targets for the Society's Board of 40% female / 40% male / 20% either gender.
- Providing gender neutral paid parental leave of 16 weeks and 3 weeks paid leave for partners.
- Paying superannuation on the Society's paid parental leave benefit.
- Embedding flexible ways of working including hybrid working where employees complement coming to the workplace at least two days a week with working remotely.
- Supporting additional types of flexible working including part-time, job-sharing, flexible start and finish times and public holiday substitution.
- Providing up to 20 days paid leave for people experiencing family and domestic violence.
- Salary packaging options to maximise take-home pay.
- Inclusive recruitment practices to support diverse hiring and tap into all the pools of talent available.
- Ensuring access to learning opportunities and training is available to all employees.
- Policies (Code of Conduct, Respectful Workplace Policy and Diversity and Inclusion Policy) that affirms the Society does not tolerate discrimination, sexual harassment, or sex-based harassment.
- Employee engagement surveys to help identify opportunities where we can do more to support employees.
- An Employee Assistance Program for staff wellbeing which includes free confidential counselling services for employees and their immediate family as well as webinars and a wide range of online resources.