

4.07A

MERCY EDUCATION POLICY 4.07A GENDER EQUITY IN MERCY EDUCATION WORKPLACES

Rationale:

Mercy Education is committed to *justice* and *respect* which necessitates that women and men are treated with equity in all aspects of its operation. The approach taken by Mercy Education as an employer to gender equity is based on the theology of creation which states that men and women were created equal, the practice of Jesus who opposed the power structures of his time and Church teaching exemplified in the Second Vatican Council document, *The Church in the Modern World*, which exhorts us to eradicate discrimination based on human attributes including sex.

Definitions:

Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities.

Gender equality means that the different behaviour, aspirations and needs of women and men are considered, valued and favoured equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female.

Policy Statement:

- A01 Mercy Education is committed to a diverse Board of Directors and workforce which is comprised of employees of its executive office and employees of the schools it governs. It acknowledges equitable participation of women and men which is not only just, but of benefit to the organization as a source of vitality, creativity and growth.
- A02 Mercy Education aims to ensure that it engages fairly and equitably with all its employees and other stakeholders, whether male or female, in a positive, respectful and constructive manner. It wishes to provide equitable opportunities, rights and benefits to all women and men within the organization and ensure that all employees can realize their potential. Equally importantly, Mercy Education aims to assist its schools, which are responsible for the management of their staff, to do the same.

- A03 Mercy Education requires that all Directors, employees and volunteers are respected for their unique attributes and not excluded, harassed or bullied through unconscious bias, stereotypes or unlawful actions that may form the basis of discrimination, harassment, vilification or victimisation.
- A04 Mercy Education acknowledges that while discrimination against a person on the basis of gender is unlawful there are many systemic, often unintended and largely invisible effects which continue to impact on the participation and progression of women and men equally within Australian society.
- A05 This policy is designed to assist Mercy Education to:
- provide both women and men access to equal opportunities and outcomes, including equal remuneration for work of equal or comparable value;
 - remove any barriers to the full and equal participation of women and men in the Mercy Education workforce;
 - provide full and genuine access to all occupations within Mercy Education, including to leadership roles, for women and men;
 - drive a culture where rewards are directly linked to employee contributions and performance;
 - eliminate discrimination on the basis of gender particularly in relation to family and caring responsibilities for both women and men.
- A06 Employees of Mercy Education will not be discriminated against on the basis of gender in any area, including but not limited to remuneration and other benefits, training and professional learning, health and safety, performance management and termination.
- A07 Mercy Education is committed to promoting a culture that embraces gender equality at all stages of the employment cycle, particularly in selection and appraisal processes. Appointments will be made on merit and the requirements of the role.
- A08 A range of leadership styles are recognized and fostered within Mercy Education. Potential leaders of both genders are identified and nurtured.
- A09 Mercy Education is committed to provision of support for employees with family and caring responsibilities, including while employees are on parental leave.
- A10 Mercy Education acknowledges that females are more likely to be subjected to domestic violence and abuse and therefore is sensitive to the psychological health and well-being of women in their employ.

- A11 Mercy Education endeavours to ensure that its publications and official documents and those of its colleges use inclusive and non-discriminatory language and imagery.
- A12 Colleges governed by Mercy Education may choose to establish specific local protocols that are compatible with this policy and the associated procedures document.
- A13 Colleges governed by Mercy Education will be particularly mindful of their obligations to provide role models of gender equity practices to students.

Associated Policies

Policy 1.06A: Complaints Management

Associated Procedures:

Procedure 4.07B: Gender Equity in the Workplace

Procedure 1.06B: Complaints Management

Related Documents:

Fair Work Act 2009

Sex Discrimination Act 1984

Australian Government Workplace Gender Equality Agency Guidelines to develop a workplace gender equality policy (2014)

Victorian Catholic Education Multi Enterprise Agreement 2013

Catholic Education South Australia Gender Equity Policy 2012

South Australian Catholic Schools Enterprise Agreement 2013

Mercy Education Limited – WA Teachers Enterprise Bargaining Agreement 2012

Mercy Education Limited – WA Non-Teaching Staff Enterprise Bargaining Agreement 2014

Review History

Nil

Next Review

2021