

RASA Gender Pay Gap Statement

At Relationships Australia South Australia, our vision is for a just and equitable society in which relationships are respectful, diversity is valued, and people have a sense of belonging and an opportunity to learn. The equity we strive for is equally valued in the workplace as it is in the community, and we are committed to achieving gender equality at RASA.

Addressing inequality requires a community response to societal norms that position women as carers and not men. As employers, we have a part to play in changing the status quo and building a society where women and men have financial gender equality.

RASA's gender pay gap is 3.7% for median total remuneration, and 2.5% for median base salary, in favour of men.

Our workforce consists of predominantly women at all levels, with a high percentage of part time and casual workers. We know that women continue to undertake a disproportionate amount of time to care and support children and family members, which leads to a higher instance of unpaid leave compared to men.

We attract and retain a high percentage of women in our workforce due to a values-based culture that normalises the need for flexibility and supports employees to balance caring responsibilities with work. Some of the initiatives that positively support the reduction of the gender pay gap include flexible work times, working from home, paid time off to attend antenatal appointments. We provide paid parental leave at full wage, superannuation on unpaid parental leave, access to take Long Service Leave at 7 years, additional personal leave and discretionary leave.

Workers are also supported to move into the next pay band without completing the equivalent hours of one-year full time, which predominantly supports women to financially progress in their career at RASA.

We will continue to look at measures that normalise flexibility in the workplace and encourage equality in caring responsibilities to reduce the gender pay and ensure an equitable workplace for women.