

Relationships Australia SA Gender Pay Gap Statement

At Relationships Australia South Australia (RASA), 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 gender equality at RASA.

Managing the gender pay gap is a multifaceted challenge that requires ongoing commitment across the organisation. We are committed to not only working towards closing the pay gap but also creating a more inclusive and equitable workplace that leverages the full potential of all employees.

Currently, our gender pay gap stands at 5.5% for mean average total remuneration and 5.0% for median total remuneration, both favouring men. Our workforce predominantly comprises of women who are employed at all levels, including our CEO, and most of our Executive team and Managers. We employ many women in part-time and casual positions.

We recognise that women continue to undertake a disproportionate share of caregiving responsibilities for children and family members, resulting in a higher incidence of unpaid leave compared to their male counterparts.

We are proud to attract and retain a significant number of women in our workforce, thanks to a values-based culture that normalises the need for flexibility and supports employees in balancing their caregiving responsibilities with their professional obligations.

We continue to work with employees on initiatives that contribute positively to change the gender pay culture which include flexible work hours, increased paid carers leave, remote work options, and paid time off for antenatal appointments and fertility treatment. We offer paid parental leave at full wage, superannuation coverage during unpaid parental leave and additional personal and discretionary leave.

We remain committed to implementing measures that normalise flexibility in the workplace and promote equality in caregiving responsibilities, ultimately working towards a reduction in the gender pay gap and fostering an equitable environment for all employees.

WE'RE

RELATIONSHIP

PEOPLE

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