

Employer Statement

Gender Pay Gap

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1 Overall

Yooralla is dedicated to supporting individuals with disability to live the life they choose. We support people with disability of all ages and needs in their homes and the community with quality services. We are Victoria's most established and recognised for purpose disability service provider. We work in partnership with people with disability and their support network to deliver a wide range of tailored, flexible and quality services. From daily assistance to employment opportunities and various accommodation options, we strive to meet the unique requirements of each individual. As a registered NDIS provider, we serve approximately 2,800 clients across 65 local government areas through our workforce of around 2,100 employees.

Our focus on human rights and our commitment to equality are fundamental to who we are. Our values sit at the core of everything we do, and we work hard to embed them in our daily practice. They play a central role in the recruitment and development of our employees, so that we have a workforce that is both skilled and cares deeply for our clients and each other.

Currently, we are developing a Diversity Inclusion and Belonging Strategy, with an aim to ensure that we put diversity, inclusion and belonging at the heart of everything we do. We will employ, develop, retain and promote a diverse workforce enriched by intersectional experiences.

Yooralla has merged with Berry Street. Existing services for both Berry Street and Yooralla service users, clients and participants will continue without disruption.

Yooralla's and Berry Street's names and brands will remain the same.

As the merger proceeds, we will be actively identifying opportunities to successfully integrate our specialist capabilities where there is overlap and provide better outcomes for all our communities.

2 Our Gender Pay Gap

Yooralla's total workforce is 70% women and 30% men. Please note: the small number of people who have been recorded as non-binary in the source data have been excluded from this analysis, as analysis of this small and potentially incomplete data set would be insufficient to produce reliable results.

2.1 Yooralla's Gender Pay Gap

Yooralla's gender pay gap has generally been low and we currently have a median total remuneration figure of 1.9% and median base salary of 1.9%. Our average total remuneration is -4.2% and average base salary is -4.1%.

The gender pay gap is always calculated in the following way:

Gender Pay Gap = $(\text{Average men remuneration} - \text{average women remuneration}) / \text{Average men remuneration} \times 100$. So, a positive percentage denotes a male bias and a negative percentage indicates a female bias. However, the Workplace Gender Equity Agency states that any gap that is within and including plus or minus 5% is within their optimal target range.

2.2 Yooralla's workforce composition by gender

Yooralla's overall workforce composition in 2023-2024 was 70% female and 30% male, and the percentage of female managers was higher than the organisational average. However when you divide the total remuneration full-time equivalent pay of all employees into four equal quartiles, the upper quartile has 65% women and 35% men, so this also does not reflect the overall workforce composition.

Our Chair and Board members are 67% female and 33% male.

3 Actions

In order to support gender diversity, Yooralla already offers a range of flexible working arrangement to employees, such as: flexible hours of work, job sharing, part-time work, purchased leave, working from home, time in lieu and unpaid leave. We also promote gender diversity by offering employer funded paid parental leave, carers leave, and have a formal policy on the prevention and response to sexual

harassment, harassment on the grounds of sex and discrimination. We also train all of our employees on these principles. As well as having paid family and domestic violence leave, we assist our employees by having a formal policy to support employees who are experiencing family or domestic violence. In addition, we have Family and Domestic Violence clauses within all our Enterprise Bargaining Agreements, as well as Family and Domestic Violence Contact Officers.

4 What are the next steps?

Yooralla will undertake another a remuneration analysis to understand remuneration across the organisation and it will include considering the gender pay gap.

We will amplify our existing strengths by:

- finalising our Diversity Inclusion and Belonging Strategy once we have merged with Berry Street, including setting a target to further reduce our median gender pay gap,
- reduce the difference between the upper quartile workforce composition and Yooralla's overall workforce composition.

Through continued analysis and strategic planning, we are committed to fostering an inclusive, diverse and equitable environment where all individuals, regardless of gender or background, can belong and thrive.