



Date Created: 30-05-2023



Australian Government



**Workplace
Gender Equality
Agency**





Date Created: 30-05-2023

2022 - 23 Gender Equality Reporting

Submitted By:

IDP Education Limited 59117676463

#Workplace Overview

Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

Recruitment: Yes

Policy

Retention: Yes

Policy

Performance management processes: Yes

Policy

Promotions: Yes.

Policy

Talent identification/identification of high potentials: YesStrategy

Succession planning: Yes

Strategy

Training and development: Yes

Policy

Key performance indicators for managers relating to gender equality: YesStrategy

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

YesStrategy

4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

IDP embraces diversity in its people, reflecting the diverse communities in which it operates. Policies and strategies continually evolve to reflect exceptional people experiences that are created. Most recently these have been benchmarked against the best performing companies in the market for gender equality resulting in IDP becoming a WGEA Employer of Choice citation holder.

Governing Bodies

Organisation: IDP Education Limited

1.Name of the governing body: IDP Education Limited

2.Type of the governing body: Board of Directors

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member			

Female (F)	Male (M)	Non-Binary
3	4	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 40

6.2 Year of target to be reached: 2023-12-31

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Strategy

2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

IDP is on track to meet the 40:40 Hesta target for our governing body by 31 December 2023. As a notable reflection of its commitment to gender equality IDP has recently appointed three women in significant roles to govern the organisation; two non executive directors and the CEO and Managing Director. This demonstrates to all employees, stakeholders, clients and customers that IDP is dedicated to achieving gender balance.

#Action on gender equality

Gender Pay Gaps

1. Do you have a formal policy and/or formal strategy on remuneration generally?

Yes

Policy

1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?

No Salaries set by awards/industrial or workplace agreements; Non-award employees paid market rate; Other

2. What was the snapshot date used for your Workplace Profile?

2023-03-31

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4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

Annual gender pay equity audits conducted indicate men and women are paid equally for the same or comparable roles. IDP does have a gender pay gap; our team has been implementing targeted action plans that compliment global policy, strategy and initiatives to increase workforce participation of women; this is intended to drive a reduction in the gender pay gap by improving women's earning capacity.

Employer action on pay equality

1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes

1.1 When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

1.2 Did you take any actions as a result of your gender remuneration gap analysis?

Yes

Created a pay equity strategy or action plan; Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Set targets to reduce any organisation-wide gap; Trained people-managers in addressing gender bias (including unconscious bias)

1.3 What type of gender remuneration gap analysis has been undertaken?

Global pay equity metrics are regularly reported to the executive and the Board including performance pay and performance ratings by gender. Annual diversity metrics set by the board, which are reported publicly, include IDP's pay equity audit program.

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Remuneration decisions have an important impact on the gender pay gap, including new appointments, so benchmarks are undertaken both internally, externally and by gender. Recent improvements include evaluating and reporting internally gender outcomes for the annual remuneration review and incentives, fixed remuneration increases as well as performance ratings. Significant capability in gender analysis has been developed within the People function and improvements to annual pay gap analysis is ongoing. This increases likelihood of identification for improvements, to support the target of 20% pay gap by 2024.

Employee Consultation

Date Created: 30-05-2023

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

1.1 How did you consult employees?

Focus groups; Exit interviews; Survey

1.2 Who did you consult?

ALL staff

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

Yes

Strategy

3. On what date did your organisation share your last year's public reports with employees and shareholders?

Employees:

Shareholder:

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?

No

5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

Analysis of exit survey data and interviews indicated one of the key reasons for departure was family/personal/medical. IDP has conducted a global survey and focus groups to better understand this and is considering what strategies and initiatives can be developed to address any gaps and more closely meet team member needs.

#Flexible Work

Flexible Working

1. Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy

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1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level

Yes

The organisation's approach to flexibility is integrated into client conversations

Yes

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

Yes

The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)

No

Currently under development

Estimated Completion Date: 2023-05-31

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No

Other

Other: IDP has a formal flexible working policy and we empower our people to tailor flexibility to meet individual and team needs.

Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

No

Other

Other: Metrics are not captured on the use of flexibility. The overall satisfaction of flexibility offered will be analysed from the Great Place to Work

survey.

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel

No

Other

Other: Analysis of overall satisfaction of flexibility offered from the Great Place to Work survey will be shared with key management personnel.

Leaders are held accountable for improving workplace flexibility

No

Other

Other: Leaders are encouraged to support and role model flexibility.

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

No

Other

Other: Training is not specific to flexibility. Instead, leaders are formally trained in diversity, inclusion and equity to create an environment where everyone has a sense of being included and belonging at IDP.

Targets have been set for men's engagement in flexible work

No

Other

Other: IDP empowers people to tailor flexibility to meet individual and team needs.

Team-based training is provided throughout the organisation

No

Other

Other: Training is not specific to flexibility. Instead, IDP cultivates an environment where everyone has a sense of being included and belonging at IDP.

Other: No

2. Do you offer any of the following flexible working options to MANAGERS in your workplace?

Carer's leave: Yes

SAME options for women and men Formal options are available; Informal options are available

Compressed working weeks: Yes

SAME options for women and men Formal options are available

Flexible hours of work: Yes

SAME options for women and men Formal options are available; Informal options are available

Job sharing: Yes

SAME options for women and men

Formal options are available

Part-time work: Yes

SAME options for women and men Formal options are available

Purchased leave: No

Other

Other: Purchased plan to be considered within next 12 months

Remote working/working from home: Yes

SAME options for women and men

Time-in-lieu: Yes

SAME options for women and men

Formal options are available; Informal options are available

Unpaid leave: Yes

SAME options for women and men Formal options are available

3. **Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?**

Yes

5. **Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**

No

7. **If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.**

Formal and informal flexible arrangements are continuously discussed between team members and their leaders to support individual personal circumstances. A significant number of roles have transitioned from working solely in the office to remote/ hybrid working since the pandemic.

#Employee Support

Paid Parental leave

1. Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

Yes, we offer employer funded parental leave using the primary/secondary carer definition

1. If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

Parents are provided with access to subsidised lactation consulting and reimbursement on portable breast pumps. Leaders promote flexibility to attend appointments and support adjustments to work schedules to meet parent responsibilities. This is evidenced by men in senior leadership roles modelling flexibility upon returning from parental leave.

Support for carers

1. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes

Policy

2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

2.1. Employer subsidised childcare

No

Other

Other: This is not currently a part of our benefits offering.

2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No

Other

Other: All team members have returned from parental leave in the last twelve months.

2.3. Breastfeeding facilities

Yes

Available at SOME worksites

2.4. Childcare referral services

No

Other

Other: This is not currently a part of our benefits offering.

2.5. Coaching for employees on returning to work from parental leave

No

Other

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Other: New parents are encouraged to join our recently established employee led Carers Resource Group

2.6. Targeted communication mechanisms (e.g. intranet/forums)

Yes

Available at ALL worksites

2.7. Internal support networks for parents

Yes

Available at ALL worksites

2.8. Information packs for new parents and/or those with elder care responsibilities

Yes

Available at ALL worksites

2.9. Parenting workshops targeting fathers

No

Other

Other: New parents are encouraged to join our employee led Carers Resource Group

2.10. Parenting workshops targeting mothers

No

Other

Other: New parents are encouraged to join our employee led Carers Resource Group

2.11. Referral services to support employees with family and/or caring responsibilities

Yes

Available at ALL worksites

2.12. Support in securing school holiday care

No

Other

Other: This is not currently a part of our benefits offering.

2.13. On-site childcare

No

Other

Other: This is not currently a part of our benefits offering.

2.14. Other details: No

3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

Team members are able to bring their children into the office on as needs basis. IDP has successfully piloted a bring your kids to work day. Accommodations are also made for those with caring responsibilities ie remote working. In addition, as part of

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objectives set by the Board IDP has recently established an employee resource group for those with caring responsibilities. The Carers Resource Group is already recommending change and action.

Sexual harassment, harassment on the grounds of sex or discrimination

1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?

Yes

Policy

- 1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?

Yes

2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

All Non-Managers

Yes

Voluntary question: All Non-Managers

9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.

IDP has launched a monthly leadership education series on respectful workplaces to inspire and empower leaders to be allies and changemakers.

Family or domestic violence

1. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Policy

2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

A domestic violence clause is in an enterprise agreement or workplace agreement

No
Other

Provide Details: There is no enterprise agreement or workplace agreement.
Confidentiality of matters disclosed

Yes

Protection from any adverse action or discrimination based on the disclosure of domestic violence

Yes

Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

Emergency accommodation assistance

Yes

Provision of financial support (e.g. advance bonus payment or advanced pay)

Yes

Flexible working arrangements

Yes

Offer change of office location

Yes

Access to medical services (e.g. doctor or nurse)

No

Other

Provide Details: Team members are referred to experts in domestic violence support.

Training of key personnel

Yes

Referral of employees to appropriate domestic violence support services for expert advice

Yes

Workplace safety planning

Yes

Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

No

Other

Provide Details:There is no enterprise agreement or workplace agreement.

Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

No

Number of days:

10

Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)

No

Other

Provide Details:There is no enterprise agreement or workplace agreement.

Access to unpaid leave

Yes

Is the leave period unlimited?

Yes

Provide Details: No

2. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below

Emergency assistance is available to cover temporary accommodation and other expenses. IDP launched #IStandForRespect campaign to increase awareness on all aspects of domestic violence; identifying ways to help others, warning signs and support options. The CEO and Global Leadership Team have driven the campaign, committing their support to team members facing challenges.