



Gender Equality Action Plan

Our vision

That all people can access and enjoy the same rewards, resources and opportunities in the workplace. We are committed to:

- Advancing gender equality as a shared responsibility across the department
- Ensuring women are equally represented, progressed, valued and rewarded
- Using our influence to progress equality and inclusion issues
- Reinforcing recent progress towards broader diversity and inclusion



Leadership and accountability

- Applying a gender lens to all policies and strategies.
- Promotion and advocacy of gender equality.
- Activities, initiatives and events to raise awareness of gender equality and career advancement.
- Develop and reward inclusive leaders
- Promotion and demonstration of respectful behaviour and a safe workplace.

▶ Key projects

- Policy assessment, delivery and accessibility of policies
- Visibility and communications (e-newsletter, wiki, #IStandForRespect pledge)
- External promotion and outreach
- Approaches to preventing and responding to bullying and sexual harassment



Data and knowledge

- Regular Treasury-wide and group-level reporting to provide visibility and support delivery of actions.
- Informing Treasury-wide policy and specific issues.
- Establishment of an perpetual knowledge source.
- Understanding available quantitative and/or qualitative data to assess the impact of the policies and culture across Treasury.

▶ Key projects

- Treasury-wide annual Inclusion and Progressing Women's Initiative survey
- Workplace Gender Equality Agency



Career development

- Tools and processes to drive gender equality in recruitment, advancement and retention.
- Mentoring, sponsorship, and coaching programs for women that are offered both formally and informally.
- Leadership training and mentoring opportunities to promote career progression and satisfaction.

▶ Key projects

- Mentoring and sponsorship (formal and informal)
- Recruitment (university engagement, recruitment products)
- Promotion and retention (mock interviews, promotion and appraisal support)
- Promoting and developing leadership skills



Inclusive culture

- Work-life and flexibility to support employees, customised according to the function and job.
- Resources for the promotion of Gender Equality and Diversity & Inclusion networks.
- Training for staff in equality awareness, unconscious bias, combatting gender discrimination, sexism, recruitment and selection.

▶ Key projects

- Flexible and remote work policies advice
- Unconscious bias (or similar) research, training and checklists
- Treasury diversity and inclusion networks connection and activities
- Consideration of the Respect@Work report

Events

- International Women's Day
- Fundraising
- International Day for the Elimination of Violence Against Women
- Female speakers and diversity on panels