Australian Government

Workplace
Gender Equality
Agency

2022 - 23 Gender Equality Reporting

Submitted By:

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#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; Strategy

   Retention: Yes

   Strategy

   Performance management processes: Yes

   Policy; Strategy

   Promotions: Yes.

   Policy; Strategy

   Talent identification/identification of high potentials: YesPolicy; Strategy

   Succession planning: Yes

   Policy; Strategy

   Training and development: Yes

   Policy; Strategy

   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

3. **Does your organisation have any of the following targets to address gender equality in your workplace?**

   Reduce the organisation-wide gender pay gap; Increase the number of women in management positions; Increase the number of men taking parental leave; Increase the number of men utilising flexible work arrangements

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

Governing Bodies

Organisation: Netwealth Group Services Pty Ltd

1.Name of the governing body: Netwealth Group 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**
2	3	0

4.Formal section policy and/or strategy: Yes
Selected value: Policy

5. Does this organisation's governing body have limits on the terms of its Chair and/or Members:

6. Target set to increase the representation of women: No

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

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

8. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?
No

Insufficient resources/expertise;Not aware of the need

9.Do you collect data on any of the following dimensions of the identities of members of this organisation's governing body?

Yes, Cultural and/or language and/or race/ethnicity background
This data can be shared publicly or internally by the employer

Yes, Disability and/or accessibility
This data cannot be shared publicly or internally by the employer

Yes, Gender identity

This data cannot be shared publicly or internally by the employer

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

#Action on gender equality

Gender Pay Gaps

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

   Policy; Strategy

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

   Yes

   To achieve gender pay equity; To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To be transparent about pay scales and/or salary bands; To implement and/or maintain a transparent and rigorous performance assessment process

2. **What was the snapshot date used for your Workplace Profile?**
   09/05/2023

3. *Voluntary question:* **Does your organisation publish its organisation-wide gender pay gap?**
   Yes

   Shared internally with governing body members; Shared internally with employees; Shared with key shareholders; Shared externally

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

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; Analysed performance pay to ensure there is no gender bias (including unconscious bias); Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive; Implemented other changes (provide details):

Other: Annual analysis of gender remuneration is undertaken to prevent gaps

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

2. **For organisations with partnership structures: Have you undertaken a gender remuneration gap analysis ('gender pay gap analysis') in the current reporting period to determine if there are any remuneration gaps between women partners and men partners in your organisation?.**

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

Employee Consultation

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; Survey; Other

Other: Through external communications and supporting women's events and cause

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:
   Yes
   Date:26/06/2022

   Shareholder:
   Yes
   Date:19/06/2022

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

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

#Flexible Work

Flexible Working

1. **Do you have a formal policy and/or formal strategy on flexible working arrangements?**
   Yes
   Policy; Strategy

   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)
Yes

Flexible working is promoted throughout the organisation
Yes

Targets have been set for engagement in flexible work
Yes

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

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

Leaders are held accountable for improving workplace flexibility
Yes

Leaders are visible role models of flexible working
Yes

Manager training on flexible working is provided throughout the organisation
Yes

Targets have been set for men's engagement in flexible work
No
Not aware of the need; Not a priority

Team-based training is provided throughout the organisation
Yes

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 menFormal options are available

Compressed working weeks: Yes
SAME options for women and menFormal options are available
Flexible hours of work: Yes
SAME options for women and menFormal options are available
Job sharing: Yes
SAME options for women and men

Formal options are available; Informal options are available
Part-time work: Yes
SAME options for women and men

Purchased leave: Yes
SAME options for women and menFormal options are available
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

Unpaid leave: Yes
SAME options for women and menFormal options are available
3. **Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?**
Yes

4. **Voluntary question: Has your organisation implemented an 'all roles flex' approach to flexible work?**
No
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?**
Yes, women and men
6. **Voluntary question: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the**

organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location?
Training for managers on how to work with flexible and remote/hybrid teams;
Training for non-managers on how to work with flexible and remote/hybrid teams;
Training for all employees on how to work with flexible and remote/hybrid teams;
Employee performance is measured by performance and not presenteeism; All team meetings are held online

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

#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 to all genders without 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.**

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: We offer a holiday Program for school kids

   2.2. **Return to work bonus (only select if this bonus is not the balance of paid parental leave)**
      No
      Not a priority

   2.3. **Breastfeeding facilities**

Yes

Available at SOME worksites

2.4. Childcare referral services

No

Insufficient resources/expertise

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

Yes

Available at ALL worksites

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

Insufficient resources/expertise

2.10. Parenting workshops targeting mothers

No

Insufficient resources/expertise

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

Yes

Available at SOME worksites

2.13. On-site childcare

No

Insufficient resources/expertise

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.**

Other leave measures

1. **Voluntary question: Do you provide employees paid leave for any of the following (in addition to personal/sick leave)?**
    Other
    Other:special leave

Sexual harassment, harassment on the grounds of sex and 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 and discrimination?**
    Yes
    Policy

    1.1 Voluntary question: Is this a standalone policy or strategy?

    1.2 Voluntary question: How frequently is the policy and/or strategy reviewed and approved by the governing body or the CEO or equivalent?
    Reviewed by the governing body
    At least annually

    Reviewed by the CEO
    At least annually

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

    1.4 Voluntary question: Does your policy and/or strategy include any of the following?
    A statement on the positive duty of the employer to provide a safe workplace, free of sexual harassment; Process for development and review of the policy, including consultation with employees, unions or industry groups

2. **Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?**
    YesAt inductionAnnuallyVaries across business units

    Voluntary question: All Non-Managers

Yes
At inductionAnnually

Voluntary question: Governing Body

Yes
Annually

Voluntary question: Other people in the workplace(e.g. contractors, consultants, volunteers, interns)

2.1 Voluntary question: Does the training delivered to the above groups include any of the following?

Respectful workplace conduct;What sexual harassment, harassment on the grounds of sex and discrimination means;The drivers and contributing factors of sexual harassment, harassment on the grounds of sex and discrimination;The impacts of sexual harassment, harassment on the grounds of sex and discrimination;Roles and responsibilities of everyone in the workplace for prevention and response, including for bystanders;Internal processes and options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring;Information on worker rights, external authorities and relevant legislation

3. Voluntary question: Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Members of the governing body

YesOther communications are made more often than annually

Provide Details:

Chief Executive Officer or equivalent

Yes Explicit communications occur ahead of big events (e.g. the Christmas party, conferences) or at internal launches (e.g. at the launch of a new strategy);Other communications made more often than annually

Provide Details:

4. Voluntary question: Does your workplace health and safety risk management process include any of the following?

Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Consultation with workers and their representatives on the identification and control of risks for sexual harassment; Reporting to leadership on workplace sexual harassment risks, prevalence, actions to

prevent and respond, incident management effectiveness and outcomes, trend analysis and actions; Identification, assessment and control measures in place to manage the risk of vicarious trauma to responding staff

4.1 Voluntary question: What actions/responses have been put in place as part of your risk management process?
Make workplace adjustments; Change or develop new controls; Undertake a culture audit of the relevant business or division; Train people managers in prevention of sexual harassment

5. Voluntary question: From the following list, what do you provide to support workers involved in and affected by sexual harassment?
Confidential external professional counselling available without referral from the organisation (E.g. EAP); Reporting on workplace sexual harassment risks, prevalence, actions to prevent and respond, incident management effectiveness and outcomes, trend analysis and actions; Reasonable adjustments to work conditions while an investigation is underway

6. Voluntary question: From the following list, what options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?
Process for disclosure to human resources or other designated responding staff; Process to disclose anonymously; Special procedures for disclosures about organisational leaders and board members; Other (please specify)
Provide Details: We have an inconfidence inbox for all matters which are to be kept confidential

7. Voluntary question: Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?
No

7.1 Voluntary question: Has your organisation reported prevalence data publicly during the reporting period?

8. Voluntary question: Does your organisation report on sexual harassment to the governing body and management (CEO, KMP, HOB) and how frequently?
Governing Body:

Management:

8.1 Voluntary question: Do your reports on sexual harassment to governing body and management include any of the following?

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

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

Currently under development

Estimated Completion Date: 04/12/2023

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

No

Insufficient resources/expertise

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: we can provide referrals but no assistance

Training of key personnel

No

Insufficient resources/expertise

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)

Yes

Is the leave period unlimited?

No

  Number of Days:

10

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

Yes

Is the leave period unlimited?

No

Number of days:

Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)
Yes
Is the leave period unlimited?
 Yes

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**

#Diversity and Inclusion

Voluntary Section

1. **Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?**
   Yes
   Cultural and/or language and/or race/ethnicity background; Gender identity

2. **Voluntary question : Does your organisation collect data on any of the following dimensions of employees' identities?**
   Yes, Aboriginal and/or Torres Strait Islander identity
   This data not anonymous and is identifiable (i.e., the employer can determine which employees identify in this way)

   Yes, Cultural and/or language and/or race/ethnicity background

This data not anonymous and is identifiable (i.e., the employer can determine which employees identify in this way)

Yes, Gender identity

This data not anonymous and is identifiable (i.e., the employer can determine which employees identify in this way)

3. **Voluntary question: Do you collect data on whether employees identify as Aboriginal and/or Torres Strait Islander?**

Workforce Management Statistics Table

Industry: Finance

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	9	14	23
			Non-managers	11	15	26
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	1	3
			Non-managers	9	9	18
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	3	3	6
			Non-managers	51	64	115
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	1	2
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	5	1	6
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	6	1	7

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Finance

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	5	7
			Non-managers	25	20	45
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	0	2
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	3	0	3
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	5	0	5
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	5	0	5
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	2	2
			Non-managers	0	8	8
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	1	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Finance

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Non-binary

Workplace Profile Table

Industry: Finance

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	31	56	0	0	87
	Part-time permanent	4	0	0	0	4
Professionals	Full-time permanent	141	219	0	0	362
	Full-time contract	2	2	0	0	4
	Part-time permanent	17	6	0	0	23
	Part-time contract	1	0	0	0	1
	Casual	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	0	2	0	0	2
	Part-time permanent	1	0	0	0	1
	Casual	5	2	0	0	7

* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Non-binary