



## CSV Gender Equality Action Plan Progress Report – Summary

As a defined entity under the *Gender Equality Act 2020* (the Act), Court Services Victoria (CSV) must publicly report on progress towards gender equality in its workplaces and in its public policies, programs and services every two years. Reporting on progress ensures that organisations covered by the Act are meeting their obligations.

In February 2024, CSV was required to:

- complete a progress data audit to collect, compare, and submit information about workplace gender equality at CSV
- submit a progress report, drawing on our audit data and other information, to demonstrate whether our actions are achieving positive change towards workplace gender equality, and in our public programs, policies and services.

CSV's progress was assessed by the Commission for Gender Equality in the Public Sector (CGEPS) as compliant with its obligations under the Act on 1 October 2024.

The following provides a summary of the full report.

### Progress of Strategies and Measures in our Gender Equality Action Plan (GEAP)

CSV submitted its GEAP (comprised of six strategies and 34 measures) in March 2022 and appointed a dedicated Manager Diversity, Equity and Inclusion in October 2022. Progress was measured as of 30 June 2023.

A substantial amount of work was completed during the reporting period:

- 21 measures were completed and/or ongoing
- eight were in progress
- five had not been started.

Highlights include:

- Finalised the Court Services Victoria People Strategy 2023-2026
- Implemented the Peer Support Network and the Contact Officer Program
- Launched employee networks including the CSV Pride & Allies Network and the Gender Equality Advisory Group
- Implemented 10 of the 11 recommendations of The Review of Sexual Harassment in Victorian Courts and VCAT made to CSV
- Delivered regular employee training programs on unconscious bias, gender equality, diversity, and inclusion, as well as regular communication pieces and events
- Embedded workplace behavioural expectations and raised awareness of support mechanisms and resources in all induction and onboarding processes
- Developed Gender Affirmation in the Workplace Guidelines.

### Progress against the seven Gender Equality Indicators

CGEPS found that CSV had demonstrated progress on four out of seven indicators, and for the remaining three, acceptable reasons for lack of progress were provided.

Indicator	Progress demonstrated	Key findings
1. Gender composition at all levels of the workforce	Yes	<ul style="list-style-type: none"> <li>• The workforce at CSV is predominantly comprised of women, although they are proportionately underrepresented in leadership positions. In 2021, women made up 71% of the workforce but held only 60% of leadership roles. The biggest gap was at the Registrar Grade 6 level, where only 29% of roles were held by women.</li> </ul>

Indicator	Progress demonstrated	Key findings
		<ul style="list-style-type: none"> <li>In 2023, the percentage of women in leadership roles remained stable at 61%, with an increase in women holding Registrar Grade 6 roles to 40%.</li> <li>We have seen a slight increase in the gender diversity of our workforce with more employees identified as non-binary or self-described. This increase cannot be accounted for by recruitment alone and shows a growing trust and sense of safety within the organisation to identity outside the gender binary.</li> <li>While relatively small, these changes represent progress against this indicator.</li> </ul>
2. Gender composition of governing bodies	Yes	<ul style="list-style-type: none"> <li>The gender composition of Courts Council has remained the same throughout the reporting period, four women (including the chair) and four men which represents progress against this indicator.</li> </ul>
3. Gender pay equity	No	<ul style="list-style-type: none"> <li>The mean remuneration pay gap of 9.8% has not changed since FY21.</li> <li>The median remuneration pay gap of 8.7% has reduced a small amount (0.3%) since FY21.</li> <li>These figures demonstrate that there is still work to do to continue to close CSV's gender pay gap.</li> </ul>
4. Workplace sexual harassment	Yes	<ul style="list-style-type: none"> <li>The official reports of sexual harassment increased from FY21 to FY23, indicating greater awareness of what constitutes sexual harassment and how to report it.</li> <li>Non-binary individuals, people using different gender identities, and individuals with disabilities experienced higher rates of sexual harassment.</li> <li>Despite this concerning trend, there was an overall drop in prevalence rates according to the People Matter Survey results.</li> <li>The increase in formal complaints, and overall drop in prevalence rates suggests that CSV's focus on safety and support mechanisms has been successful in encouraging employees to raise complaints, which is considered as progress.</li> </ul>
5. Recruitment and Promotion	No	<ul style="list-style-type: none"> <li>The data indicates that in FY21 and FY23, the gender composition in recruitment, promotion, career development, and secondment at CSV mirrored the overall gender composition. However, a slightly smaller proportion of women exited CSV compared to men.</li> <li>People with intersecting identities and experiences faced more barriers to success at CSV.</li> <li>Most individuals did not believe that CSV's promotion processes are fair and did not feel they had an equal chance at promotion, despite a slight increase in agreement compared to FY21.</li> <li>Overall, there was dissatisfaction with opportunities for progress at CSV.</li> <li>CSV was unable to implement some recruitment actions due to resource limitations and competing priorities, hindering substantial progress against this indicator at this time.</li> </ul>
6. Leave and Flexibility	Yes	<ul style="list-style-type: none"> <li>The data shows that more women than men work part-time or have flexible working arrangements, but there has been an increase in men doing so as well.</li> <li>Men are also taking more parental leave, and similar proportions of women and men are taking carer's leave.</li> <li>Despite some concerns about flexible work arrangements being approved, there has been an overall increase in formal flexible working arrangements. This progress is likely to have a positive impact on CSV's gender pay gap and shows progress against this indicator.</li> </ul>
7. Gendered work segregation	No	<ul style="list-style-type: none"> <li>CSV's workforce is mostly made up of women, but they are underrepresented in management and technical roles and are mostly in lower-paid administrative positions (such as trainee court registrars).</li> </ul>

Indicator	Progress demonstrated	Key findings
		<ul style="list-style-type: none"> <li>• CSV acknowledges that workplace discrimination, including bullying, affects the composition of its workforce. Data shows that bullying and discrimination are most common among diverse groups.</li> <li>• CSV's workforce is still highly segregated by gender, possibly due to negative workplace behaviours. This will have impacts on our gender pay gap. We cannot report progress against this indicator at this time.</li> </ul>
<b>Total</b>	<b>4/7</b>	

## Gender Impact Assessments

CSV completed four Gender Impact Assessments (GIAs) in the reporting period and took the following actions as a result of conducting a GIA:

GIA	Actions taken
Bendigo Law Courts	<ul style="list-style-type: none"> <li>• To support the needs of carers (who are more likely to be women) and young people, the building incorporates a Parent Room. It is inclusive of parents of all genders and open to all members of the public.</li> <li>• All public waiting spaces have child-friendly furniture.</li> <li>• A safe entrance for family violence victim-survivors (the majority of whom are women), was added.</li> <li>• A unisex toilet is available and can be used by people of all genders.</li> <li>• The building was designed in collaboration with the Dja Dja Wurrung and the Taungurung Peoples of the Kulin Nation to create a culturally inclusive space.</li> <li>• Accessibility was a central focus, with step-free entrances, automatic doors, lifts, accessible toilets, hearing loops, braille signs, language translation services, and a multifaith room available to the public.</li> </ul>
Court Management System (CMS)	<ul style="list-style-type: none"> <li>• To ensure inclusion for the trans and gender diverse community, the gender identifiers were changed from male, female, other to woman, man, non-binary, prefer to self-describe (free text box).</li> <li>• In addition, an optional space was added in the system for the inclusion of pronouns.</li> <li>• The CMS project also collects data on First Nations status and there is a free text box which is designated for additional information which may assist in conducting the court case (for instance other diversity markers). This will be reviewed periodically.</li> </ul>
Therapeutic Justice Program	<ul style="list-style-type: none"> <li>• By conducting a GIA, it was found that Drug Courts and the Court Integrated Services Program (CISP) have already been designed with gender and intersectionality in mind.</li> </ul>
Remote Support Hearing Services (RHSS)	<ul style="list-style-type: none"> <li>• By conducting a GIA, it was found that RHSS has already been designed with gender and intersectionality in mind.</li> </ul>