



Date Created: 19-05-2023



Australian Government



**Workplace
Gender Equality
Agency**





Date Created: 19-05-2023

2022 - 23 Gender Equality Reporting

Submitted By:

Judo Bank Pty Ltd 11615995581

#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: NoCurrently under development

Estimated Completion Date: 2024-06-30

Succession planning: Yes

Strategy

Training and development: Yes

Policy; Strategy

Key performance indicators for managers relating to gender equality: NoCurrently under development

Estimated Completion Date: 2024-06-30

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

YesPolicy; Strategy

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

Inclusion, Equity and Diversity Diversity Committee, Belong@Judo has a specific women in business pillarFormal partnership with Women in Banking and Finance Monthly reporting on gender diversity is communicated to Executive teamPeople Leaders can view team gender diversity in our Human Resources Information System (HRIS). Recruitment agencies are requested to produce diverse candidate shortlist. Organised activities that promote gender diversity i.e. International Women's Day, Pride Month educational sessionsVoluntary gender demographic question within our recruitment applications used on an anonymised basis to help strengthen diversity initiatives within the Judo Bank group.Diversity statement within Judo's job ads - We deeply value diversity of background, experience and thought, and encourage First Nations people, LGBTIQA+ people, people from under-represented or minority backgrounds, people of all ages, and people living with disability to

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apply.

- Generous parental leave policy that is accessible for all permanent employees.
- Upcoming review of our parental leave offering to increase men utilising parental leave and flexible work arrangements.
- Conducted employee focus groups on diversity and inclusion.
- Diversity statement included in Judo's prospectus.

Governing Bodies

Organisation: Judo Bank Pty Ltd

1.Name of the governing body: Judo Board of Directors

2.Type of the governing body: Board of Directors

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 3	Male (M) 3	Non-Binary 0

4.Formal section policy and/or strategy: Yes

Selected value: Strategy

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

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 ensure managers are held accountable for pay equity outcomes

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

2023-03-31

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

<p>Gender parity is included as a lens in our remuneration review and formal pay gender review to occur going forward pre and post remuneration review each year.</p><p>
</p><p>Out of cycle remuneration review also requires a gender pay equity assessment. </p>

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; Analysed commencement salaries by gender to ensure there are no pay gaps; Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive; Trained people-managers in addressing gender bias (including unconscious bias); Corrected like-for-like gaps

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

Regular remuneration comparisons are conducted based on grade, role and gender.

We have completed a like-for-like analysis to identify any pay gaps and have taken appropriate recourse.

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?

Consultative committee or group

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

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

Progress updates on gender equality efforts are provided regularly at the Belong at Judo network meetings (Inclusion, Equity and Diversity working group). This includes monthly network meetings, bi-monthly steerco, quarterly updates to management board (Executives) and a twice yearly update to the board.

Feedback on the Belong at Judo network and initiative progress is shared in Belong @ Judo newsletters which are sent to all employees monthly.

#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

No

Other

Other: Discussed as appropriate with the client as needed.

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

No

Other

Other: Not required as employees are actively engaging in working flexibly.

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

No

Other

Other: Part time roles reported only.

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

Other

Other: Have not differentiated between men and women.

Team-based training is provided throughout the organisation

No

Insufficient resources/expertise; Other

Other: Coaching is provided as required

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: No

Other

Other: Business decision to not provide this option.

Flexible hours of work: Yes

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

Job sharing: No

Other

Other: Requests would be considered on a case by case basis

Part-time work: Yes

SAME options for women and men Formal options are available

Purchased leave: No

Other

Other: We provide 2 weeks additional annual leave and 1 day big life event leave per year.

Remote working/working from home: Yes

SAME options for women and men

Time-in-lieu: Yes

SAME options for women and men

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.

<p>Our Flex@Judo policy encourages team members to attend the office five days per fortnight, however, individuals have the autonomy to structure their working

days flexibly as required to support their productivity needs in consultation with their People Leader.

#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.

Our policy includes discretionary paid leave in the case of birth complications for the birth or mother including stillbirth.

As part of our paid primary carers leave we provide the following leave

- First child - 16 weeks
- Second child - 18 weeks
- Third child - 20 weeks

For secondary carers the following paid parental leave is provided

- First child - 8 weeks
- Second child - 9 weeks
- Third child - 10 weeks

We are currently reviewing our parental leave offering to all employees.

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

Insufficient resources/expertise

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

No

Other

Other: Not part of our existing policy.

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)

No

Insufficient resources/expertise

2.7. Internal support networks for parents

No

Currently under development

Estimated Completion Date: 2024-06-30

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

No

Currently under development

Estimated Completion Date: 2024-06-30

2.9. Parenting workshops targeting fathers

No

Other

Other: Currently trialling with external party as part of new parents network offering.

2.10. Parenting workshops targeting mothers

No

Currently under development

Estimated Completion Date: 2024-06-30

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

Insufficient resources/expertise

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.**

<p>We are currently trialling an external parenting support program which provides pre-leave, during parental leave, and continued coaching upon return to work. This is provided to all parents. We are seeking to consolidate the feedback from participants regarding their experience in July 2023.</p>

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; Strategy

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

- 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.**

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: Do not have an enterprise 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

No

Other

Provide Details: This would be considered on a case-by-case basis.

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

No

Other

Provide Details: This would be considered on a case-by-case basis.

Flexible working arrangements

Yes

Offer change of office location

No

Other

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Provide Details: This would be considered on a case-by-case basis.

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

No

Other

Provide Details: This would be considered on a case-by-case basis.

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:Entitlements stipulated in standalone Family Domestic Violence Leave Policy

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:Entitlements stipulated in standalone Family Domestic Violence Leave Policy

Access to unpaid leave

Yes

Is the leave period unlimited?

Yes

Provide Details: Yes

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

<p>At Judo we have a standalone Family and Domestic Violence Policy outlining support available, including leave, who to talk to, resources available, confidentiality and how to support individuals who may be experiencing family or domestic violence. </p>