

RMIT Training is committed to fostering gender equality and maintaining an inclusive workplace that celebrates diversity across all genders.

## **Workplace Gender Equality Agency (WGEA) Pay Gap Employer Statement**

RMIT Training's median total remuneration gender pay gap is 7.8%, an increase from 2.1% in 2022. Due to RMIT Training's size (~300 employees), resignations and new hires can cause fluctuations in our gender pay gap year to year. We also note that our average total remuneration gender pay gap is 4.4%, well below the Australian average (21.7%).

RMIT Training recognises that the gender pay gap is a key factor in our journey towards equality, and we acknowledge its significance while concurrently addressing broader inclusion and diversity issues.

## **Workforce Composition**

RMIT Training is committed to recognising and actively encouraging gender equality across all levels of governance, management, leadership, and the talent pipeline.

The RMIT Training Board is 58% female and our recent recruitment of two additional board members focused on ensuring a balanced gender composition.

A contributing factor to RMIT Training's overall pay gap is the overrepresentation of women in lower-level classifications. We acknowledge the need for continued focus to balance the gender composition across all our classifications.

## **Flexible Working & Hybrid Working**

RMIT Training offers both formal and informal flexible working options which have positively impacted staff engagement. Almost 80% of employees agree that they have the flexibility they need to manage work and other commitments and that using flexible work arrangements is not a barrier to their success at RMIT Training.

The shift towards hybrid working has further facilitated effective work-life balance without the need for formal flexible working arrangements. As part of our continued commitment to staff engagement and wellbeing, we will continue to monitor the gender gap in formal flexibility uptake between men and women at RMIT Training.

## **Next Steps**

WGEA acknowledges that pay gap is just one indicator on gender equality, albeit an important indicator that requires continued focus. RMIT Training recognises that a reduction in pay gap can take time as the gender composition of our workforce evolves in line with the RMIT Training Strategic Plan 2023-2031, and other external factors.

The insights provided by the WGEA reporting will continue to inform our interventions. RMIT Training commits to establishing a Gender Equality Action Plan 2024 – 2026 to ensure our workplace remains one where everyone, regardless of gender, has equal opportunities for growth, advancement, and success.