

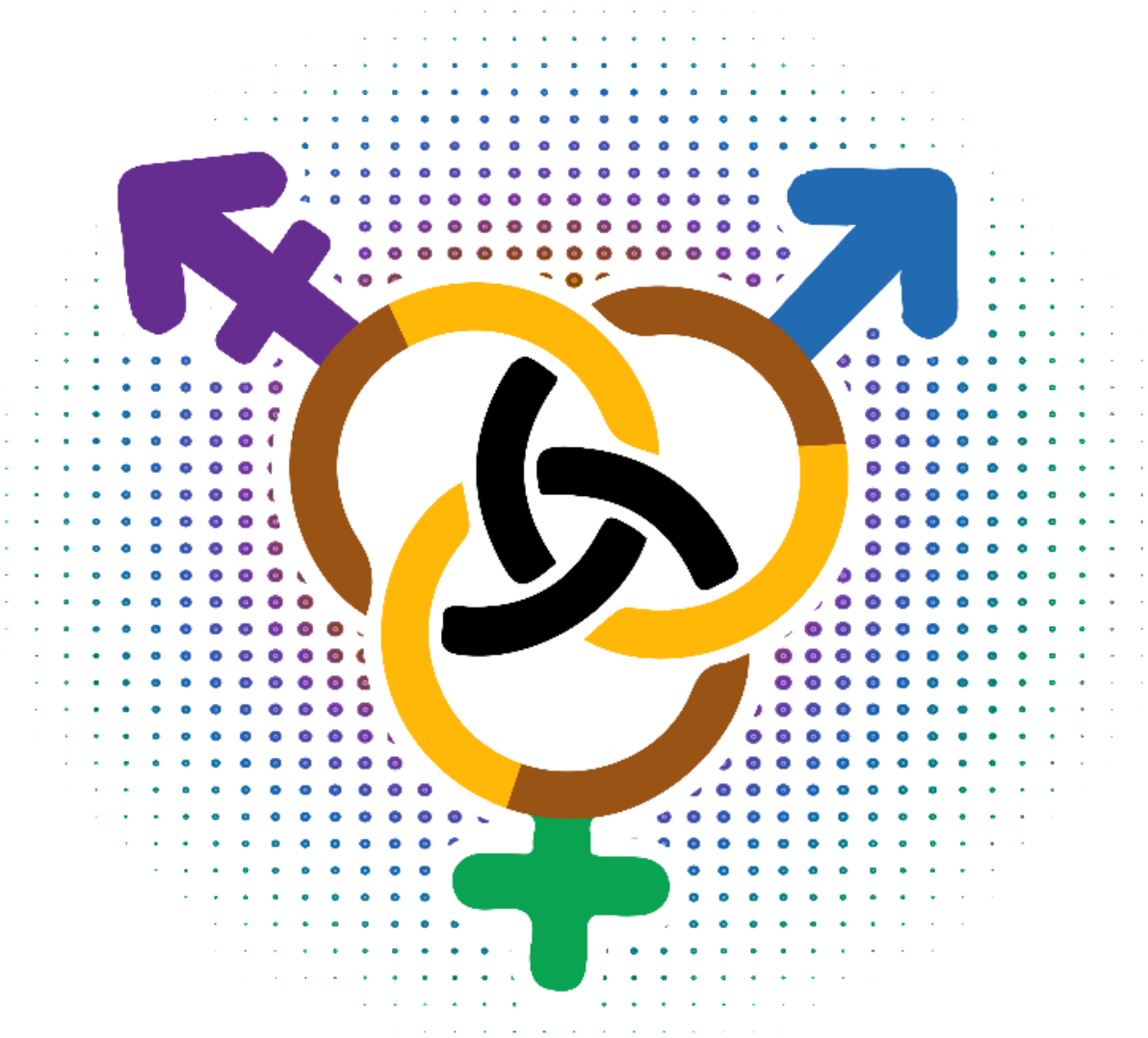


Australian Government
Department of Home Affairs



Australian
BORDER FORCE

Gender Equality Action Plan 2021-26



To secure a future-ready workforce, the Gender Equality Action Plan (GEAP) 2021-26 will build upon the Department's existing framework and the new [APS Gender Equality Strategy 2021-26](#). This action plan will assist us to continue to progress towards sustained gender equality, ensure best-practice inclusion through our leadership and people management practices, and build organisational capability, productivity and performance.

Our Priorities

PRIORITY 1 **Enhance support to staff on leave and return to work processes**

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- Develop practical guidance and support for employees going on extended leave, including parental leave.
- Enhance current guidance material to support managers of staff on extended leave and the return to work process.

PRIORITY 2 **Support flexible working arrangements, where practicable**

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- Encourage and promote flexible working arrangements for staff.
- Develop manager capability to better support staff in accessing flexible working arrangements.

PRIORITY 3 **Improve workplace culture, inclusion and intersectionality**

3

- Promote and raise awareness of the benefits of gender equality as good business practice.
- Foster an organisational culture that is supportive and accepting of gender equality.
- Promote inclusion and intersectional experiences across diversity cohorts and days of significance.
- Encourage senior management to embrace and nurture team diversity.
- Support Diversity Champions to actively drive gender equality as part of their commitment to diversity and inclusion.
- Educate employees on support mechanisms within the Department for those who may be experiencing harassment (sexual or otherwise) and/or domestic and family violence.

PRIORITY 4 **Enhance gender balance in leadership and employment practices**

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- Further align gender equality targets to key business strategies and talent objectives.
- Provide guidance and education in regard to equal participation in recruitment panels and on committees and boards.
- Support leadership development to achieve a gender balance for staff who wish to pursue careers and senior positions within the Department.

PRIORITY 5 **Continue to build on the success of the 2017-20 GEAP**

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- Build upon the Department's existing framework to progress towards sustained gender equality.

KEY RESULTS FROM THE GENDER EQUALITY ACTION PLAN 2017-20

- ✓ The Department adopted the Panel Pledge to increase the representation of women at public and professional forums, and to consider gender balance when appointing internal boards, committees and panels. As a result, of the 70 board positions in the Home Affairs Portfolio in December 2020, 52.9 per cent were filled by women, which exceeded the target of women holding 50 per cent of Australian Government board positions. This result was 3.4 percentage points higher than the government average and 6.2 percentage points higher than the portfolio's 30 June 2020 result.
- ✓ The Staff Advancing Gender Equality (SAGE) Network was established in 2017. As at 31 December 2020, membership consisted of 234 members.
- ✓ The Managing Long-term Employee Absences Procedural Instruction (PI) was developed and implemented. This PI includes the provision of 'Keeping in Touch' days for staff on parental leave or long-term leave to assist them in staying connected to their workplace. It also assists with the transition back to work.
- ✓ A suite of resources to support staff affected by domestic and family violence (D&FV) was developed and implemented, which included a series of fact sheets, a manager's guide to support staff and the establishment of a Domestic and Family Violence Contact Officer Network.
- ✓ Amendments to the Breastfeeding in the Workplace Procedural Instruction (PI) were made to ensure the Department's guidance is consistent with the Australian Breastfeeding Associations recommendations. This PI provides breastfeeding friendly workplace standards for employees who wish to combine breastfeeding and work.
- ✓ The Department participated in a research project on gender analysis undertaken by the University of NSW and, as a result of the recommendations, workplace policies and practices were updated to support gender equality.