

EREA Gender Equality Strategy and Action Plan

EREA is a community committed to justice and inclusion, where all people are celebrated and have the opportunity to thrive in an environment reflective of the diversity of our broader community.



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EREA's Gender Equality Vision

EREA is a community committed to justice and inclusion, where all people are celebrated and have the opportunity to thrive in an environment reflective of the diversity of our broader community.

Why Gender Equality Matters to EREA

- We honour the inherent dignity of the human person.
- We recognise gender equality is an important social issue and we are in a position to have a positive impact.
- We are committed to challenging attitudes that perpetuate inequality through demonstrating gender equality in our structures, policies and processes. All leaders are responsible for and empowered to promote this message.
- We recognise that having diverse voices represented in decision-making facilitates and enables effective problem solving, based on potential for a greater range of solutions and better outcomes.
- We recognise our unique role as a network of schools educating and providing leadership role models for young people reflective of our commitment to the values of diversity and inclusion.
- We are committed to a Gender Equality Strategy that seeks to improve gender equality across EREA, addressing barriers to inclusion and leadership of underrepresented groups - impacting both women and men.
- Our commitment will ensure the different leadership behaviours, aspirations and needs of women and men are considered, valued and recognised equally.

Strategic Objectives

Through its Gender Equality Strategy, EREA demonstrates its commitment to:

1. Ensuring opportunities for women and men to be equally valued and included;
2. Removing structural barriers to equal participation of talented women and men;
3. Maximising engagement with gender equality projects in the broader EREA community;
4. Achieving increased numbers of applications, shortlisting and appointments / promotions of women to senior leadership positions in EREA schools; and
5. Becoming a known leader in Catholic education for commitment to driving gender equality.

EREA has identified a number of key projects to support the achievement of these objectives.

Strategic Projects

Enabling Female Leaders	<p>Projects include:</p> <ul style="list-style-type: none"> • Coaching and Mentoring PD programs • Showcasing EREA senior female leaders
Enabling Principals	<ul style="list-style-type: none"> • Talent Identification strategies • Sponsorship training and guidelines for Principals
Policy & Practice	<ul style="list-style-type: none"> • Aligning EREA policies with gender equality objectives • Revised recruitment processes (EREA) • Recruitment formation for schools • Using established EREA processes to monitor progress: <ul style="list-style-type: none"> - School Renewal - Senior Leader Performance & Review
Communications	<ul style="list-style-type: none"> • Regular communications to community, using multiple media
Flexibility in Workforce	<ul style="list-style-type: none"> • Investigating and sharing examples of successful job-share and part time work in EREA schools

Governance

EREA's Gender Equality Strategy is a strategic initiative aligned to the EREA Strategic Directions 2020. It is a specific project linked to EREA's commitment to *diversity* and raising *our voice in leadership*.

Accountability: The National Director of Liberating Education will be accountable for delivering and reporting on the strategy.

Reporting: Reports will be developed for the EREA Leadership Team and the EREA Board twice a year. These reports will reflect agreed measurement and tracking processes e.g. annual tracking of CLT and middle management composition.

Resourcing: The strategy will continue to be resourced as a targeted initiative of the annual EREA budget.

Responsibilities of Key Personnel

Strategy Coordination: National Director Liberating Education
Gender Equality Reference Group

Strategy Sponsors: EREA Leadership Team

Strategy Implementation: Principals and Deputy Principals
Regional Directors
EREA National Office Teams

Appendix 1 / Gender Equality Strategy Projects

July 2019 – June 2020	July - December 2020	2021
Develop EREA GE strategy and business case	Develop recruitment and promotion guidelines to support Gender Equality objectives	Embedding GE in EREA schools' strategic plans
Establish GE strategy governance, tracking and project management processes	Showcase successful leadership case studies	Develop talent identification and mapping processes for EREA national and schools
Align EREA policy with diversity and GE aims	Explore and showcase successful examples of workplace flexibility for return to work from leave	Encourage recognition of female presence in the story of EREA schools through symbol and narrative
Establish and monitor sponsorship, coaching and career development programs (pilot in 2020)		Engage school stakeholders with GE strategy (parents and others)
Engage senior school leaders in GE project		Ongoing tracking and review of strategy
Establish GE strategy communications plan		

NB. Allied to this strategy, EREA would look to engage with other Catholic education authorities in researching and implementing a Principal health and wellbeing strategy, focusing on a review of the complexities of the role of Principal.

Appendix 2 / Gender Equality Guidelines & Suggestions for School Leaders

Principals and others responsible for gender equality outcomes in schools are asked to give priority to the following:

Profile

- Encouraging women to be more visible to the community in their leadership roles (applying the 40/40/20* theory);
- Developing mechanisms for including women in Leadership Teams, where presently there are none or even one;
 - Ensuring female guest speakers when appropriate;
- Working towards gender balance on School Board;

Succession

- Employing a talent identification strategy;
- Having targeted coaching and mentoring programs for high-talent women and men;

Community Engagement

- Making gender equality an educative focus for your community;

Recruitment

- Ensuring gender balance for all selection panels;
- Ensuring use of inclusive language in selection criteria and position descriptions;

HR Practices

- Implementing positive preparation for parental leave conversations;
- Challenging inherent gendered barriers in current HR practices.

Edmund Rice Education Australia offers a liberating education, based on a gospel spirituality, within an inclusive community committed to justice and solidarity.

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