



SYC Gender Pay Gap Employer Statement

WGEA Reporting snapshot date: 29.03.2023.

SYC is committed to improving gender equality across the organisation.

We recognise that equity, diversity, equality, and inclusion in our workforce contributes to our business success and benefits both our employees and the people we support.

As a not for profit, our Vision is *Wellbeing, independence, and opportunity for everyone.*

We understand our responsibility and are dedicated to reducing the gender pay gap. To date, SYC's median total remuneration gender pay gap has reduced from 14.8% in 2020-21 to 6.5% in 2022-23, and our median base salary gender pay gap reduced from 12.1% to 5.4% for the same period.

We recognise that our gender pay gap is influenced by the gender imbalance across the organisation. Aligning with broader trends in the Social Assistance Sector, the composition of our operational workforce is predominantly female, whilst male representation increases across senior levels.

	Female	Male
Chief Executive Officer	0%	100%
Key Management Personnel	40%	60%
Management	69%	31%
Non-management	78%	22%

SYCs people policies and processes are continually reviewed to ensure our practices align with our focus on equity, diversity, and inclusion. Gender-neutral language is adopted in both job descriptions and job advertisements, and recruitment is merit based across all levels of the organisation.

As part of our ongoing efforts to promote transparency and address gender disparities, we have established a Gender Equality Action Plan to target key identified focus areas and continue to build upon our efforts to date. Key commitments include:

- Continuing to monitor and analyse remuneration structures and benefits to identify and address any variances.
- Investigating and promoting opportunities for broader workplace flexibility.
- Continuing to foster and maintain a diverse, inclusive, and respectful workplace culture underpinned by the principles of equity, equality, opportunity, and social justice.
- Communicating openly with employees and key stakeholders on gender equality reporting, initiatives, and outcomes.
- Promoting and working to increase the representation of women in traditionally male dominated roles and senior leadership roles as well as working to attract and retain males in operational / frontline roles.

We recognise that achieving our organisational objectives for equality is a journey subject to changing internal and external factors; however, SYC is committed to building a positive and supportive workplace so everyone can succeed.

Mark Hoffman-Davis
Chief Executive Officer