

Gender Pay Gap | Employer Statement

Endeavour Foundation supports people with intellectual disability to live, learn and flourish according to their interests and priorities. As the largest employer of people with intellectual disability, the 2023-24 Workplace Gender Equality Agency (WGEA) report includes people we support in employment. We are pleased to provide an Employer Statement offering context to the results and addressing the factors contributing to employment and gender pay gaps of our workforce as published by WGEA.

Our commitment to gender equality

Endeavour Foundation is committed to the vision of quality employment opportunities for all Australians who want to work.

With a proud history of supporting people facing employment barriers¹, including those engaged in supported employment², we actively advocate for the inclusion of Australians with intellectual disability in the national conversation and decisions about employment opportunities and fair wages³.

We strive to ensure gender equality, investing time in understanding our workforce's diverse experiences and perspectives. This commitment extends to gaining insights into crucial aspects such as remuneration and career pathways reinforcing our pursuit of a fair and inclusive workplace for all.

Influences on our gender pay gap

Endeavour Foundation's commitment to fostering diversity and inclusion has resulted in significant strides towards gender equality, with notable improvements such as:

- Over half of our workforce, 52%, is comprised of females.
- A rise in female representation in key management roles to 67%.
- An increase in female Board members, resulting in a balanced gender composition of our governing body, representing 50%, including a female Chair.

Supported employees

Employment challenges for both women and people with intellectual disability are significant.

In 2022, it was reported that only 27% of people with severe or profound disability in Australia were in the labour force⁴ and in 2023-24, we reported that 42% of our workforce comprised of supported employees (that is people with severe or profound disability).

We know that this group of people face various employment challenges, including:

- The impact of employment on the Disability Support Pension (DSP)⁵. Understanding the intricate relationship between employment income and support systems, including those for health care and housing, is crucial to navigating the complexities faced by people with intellectual disability seeking and keeping employment.
- The scarcity of accessible education and training opportunities tailored to the specific needs of people with intellectual disability. Addressing this gap is vital for empowering

¹ <https://www.endeavour.com.au/disability-services/disability-employment/employment-compedium>

² <https://www.endeavour.com.au/disability-services/disability-employment/our-approach-to-work>

³ <https://www.endeavour.com.au/contact-us/media-centre/media-releases/listen-to-our-employees-say-disability-social-enterprises>

⁴ <https://www.aihw.gov.au/reports/disability/people-with-disability-in-australia/contents/about>

⁵ <https://www.servicesaustralia.gov.au/employment-income-reporting?context=22276>

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people with the skills and knowledge necessary to secure and maintain employment.

- A persistent challenge of stigma and discriminatory practices that hinder the employment prospects of people with disability. Overcoming these barriers is pivotal for fostering inclusive workplaces and dismantling stereotypes, ensuring fair and equitable employment opportunities for people with intellectual disability.

By collaborating with the WGEA, we look forward to improved data collection that highlights the gender gaps that exist for people with disability.

Supported Employment Services Award

With our workforce comprised of 52% females, our reported median Gender Pay Gap, as per the WGEA, is -214.9%, favouring women. However, it's essential to note that this result reflects the conditions outlined under the Supported Wage System (SWS) in the Supported Employment Services Award⁶. The SWS is designed for employers to assess an employee's ability and match them to a wage based on productivity. Although its use is governed by the Fair Work Commission, we acknowledge that the SWS significantly increases wage disparity across our workforce. Employees who are paid a supported wage also receive the Disability Support Pension, and a range of other pension entitlements that are important to the wellbeing of people with intellectual disability (such as access to the Pharmaceutical Benefits Scheme and free health care). Endeavour Foundation is working actively to seek new models of payment that would see real wages increased, and the pension safety net protected.

Actions to improve gender equality

Meaningful actions include:

- Continue to conduct an annual gender pay gap analysis. Our internal analysis for 2023-24 has identified a median Gender Pay Gap of -1% for employees outside the SWS and Supported Employment Services Award.
- Continue to develop a diversity and inclusion strategy to create a sense of belonging in all aspects of our work by addressing each of the six gender equality indicators.
- Continue to advocate for the inclusion of Australians with intellectual disability in the national conversation and decisions about employment opportunities and fair wages.
- Continue to partner and educate employers on the value and benefits of employing people with disability.
- Continue to embed recommendations as an outcome of the Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023 and the Respect@Work report by implementing initiatives to accelerate change for workplace gender equality and prevent and respond to sexual harassment in the workplace.

David Swain, Chief Executive Officer

Acknowledgement of Country

In the spirit of reconciliation, we acknowledge the Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We would also like to pay our respects to Elders past and present.

⁶ <https://www.dss.gov.au/disability-and-carers-programs-services-for-people-with-disability/supported-employment>