



Brotherhood of St Laurence
Working for an Australia free of poverty

WGEA Employer Statement

Employer: Brotherhood of St Laurence

Reporting period: 2024 to 2025

WGEA Methodology

The Workplace Gender Equality Agency (WGEA) measures gender pay gaps by comparing average and median earnings of women and men across organisations and industries. These results reflect structural workforce patterns - such as role distribution and gender representation - not like-for-like pay.

WGEA also notes that gender pay gap calculations do not yet include non-binary employee data, but work is underway to develop a safe and respectful approach for future reporting.

Our Commitment

At BSL, we are committed to building a fair, inclusive and equitable workplace where everyone has equal opportunity to participate, grow and succeed. While our median gender pay gap is currently zero, we remain focused on reducing our average gap and understanding and addressing the structural factors that contribute to gender inequality over time. This reflects WGEA's guidance that gender pay gaps highlight broader workforce patterns - not like-for-like pay - and require ongoing action to improve equity across organisations.

We recognise that equitable access to flexible, safe and fit-for-purpose working arrangements is essential to supporting gender equality and workforce participation. We assess flexibility requests fairly and on a case-by-case basis, ensuring arrangements meet operational needs while enabling employees to balance work and life. This approach supports the removal of structural barriers that contribute to gender pay gaps across the workforce.

Through these ongoing efforts, we remain dedicated to closing our gender pay gap and creating a workplace where all individuals can thrive. As an organisation committed to social justice, advancing gender equality is integral to our values and to achieving equitable outcomes for our workforce.

Our Gender Pay Gap

For 2024–2025, BSL's average total remuneration gender pay gap is 3.3%, and our median gap is 0.0%. A neutral median gap (within $\pm 5\%$) reflects typical earnings parity, while average gaps reflect workforce composition rather than unequal pay.

24th February 2026



Compared with last year's average gap of 2.7% and median -0.1%, this year's slight movement is consistent with normal fluctuations due to workforce changes such as new senior roles or organisational restructure. These shifts are expected in organisations with smaller leadership cohorts, and we continue to monitor these patterns to support long-term gender equality.

What Is Driving Our Gender Pay Gap

BSL operates in the social assistance sector and has a predominantly female workforce. Structural factors influencing our gender pay gap include:

- Workforce distribution across pay quartiles
- The concentration of part time work in certain role categories
- Occupational segmentation typical within the social services sector

During the reporting period, appointments to manager roles were predominantly women. This reflects positive internal promotion and progression outcomes and supports gender balance in leadership pipelines. We continue to monitor internal promotion patterns to ensure equitable access to advancement opportunities.

All appointments and promotions follow merit-based, consistent and transparent processes. We remain focused on equitable access to progression and addressing structural drivers over time.

Actions We Are Taking

Gender equality is embedded in our core values and supported through strong governance and ongoing organisational oversight. We maintain formal policies and strategies supporting gender equality, whilst continuing to strengthen our understanding of the drivers of our gender pay gap and track progress across key gender equality measures.

We are taking the following actions to continue to advance gender equality across our workforce:

Strengthening Our Gender Equality Foundations

- Continuing detailed gender pay gap analysis to better understand and monitor structural drivers.
- Monitoring gender representation across pay quartiles and role levels to identify trends.
- Increasing transparency of drivers to support informed action and accountability.
- Reporting progress to our governing body to support oversight, accountability and momentum.
- Commitment to developing a workplace Diversity, Equity and Inclusion Strategy to facilitate and embed long-term change.
- Ongoing review of recruitment procedures to reduce bias and enhance fairness.



Building Equitable Leadership Pathways

- Strengthening succession planning and leadership pipelines to ensure equitable access to senior roles.
- Ensuring merit-based, consistent and transparent recruitment and promotion processes.
- Using gender-balanced recruitment panels and structured approaches wherever possible.

Embedding Respect, Safety and Inclusion

- Implementing our Respect@Work Framework to prevent sexual harassment and sex-based discrimination.
- Supporting leaders through a Manager Resource Toolkit to foster inclusive and respectful workplaces.
- Ensuring organisation-wide understanding through mandatory training.

Enhancing Flexibility and Workplace Design

- Consulting with employees on flexible working arrangements and reviewing how they are accessed and experienced.
- Exploring fit-for-purpose flexible roles that balance equity and operational needs.
- Assessing the feasibility of job-share and part-time pathways within leadership roles.

Supporting Financial Wellbeing and Long-Term Equity

- Embedding superannuation education into induction to improve long-term financial security, particularly for women.

Providing Holistic, Inclusive Employee Support

- Offering a comprehensive Employee Assistance Program, including career, financial, wellbeing and legal support.
- Providing specialist Employee Assistance Program support helplines for First Nations staff, LGBTQIA+ employees, people experiencing family or domestic violence, employees with disability and carers, youth and students.

Comprehensive Leave Entitlements

- Providing flexible, gender-inclusive paid and unpaid parental leave, supported by pre-leave planning and structured return-to-work assistance.
- Offering up to 10 days of Reproductive Health and Wellbeing Leave for reproductive health needs.
- Providing comprehensive Personal Leave inclusive of Carer's Leave.