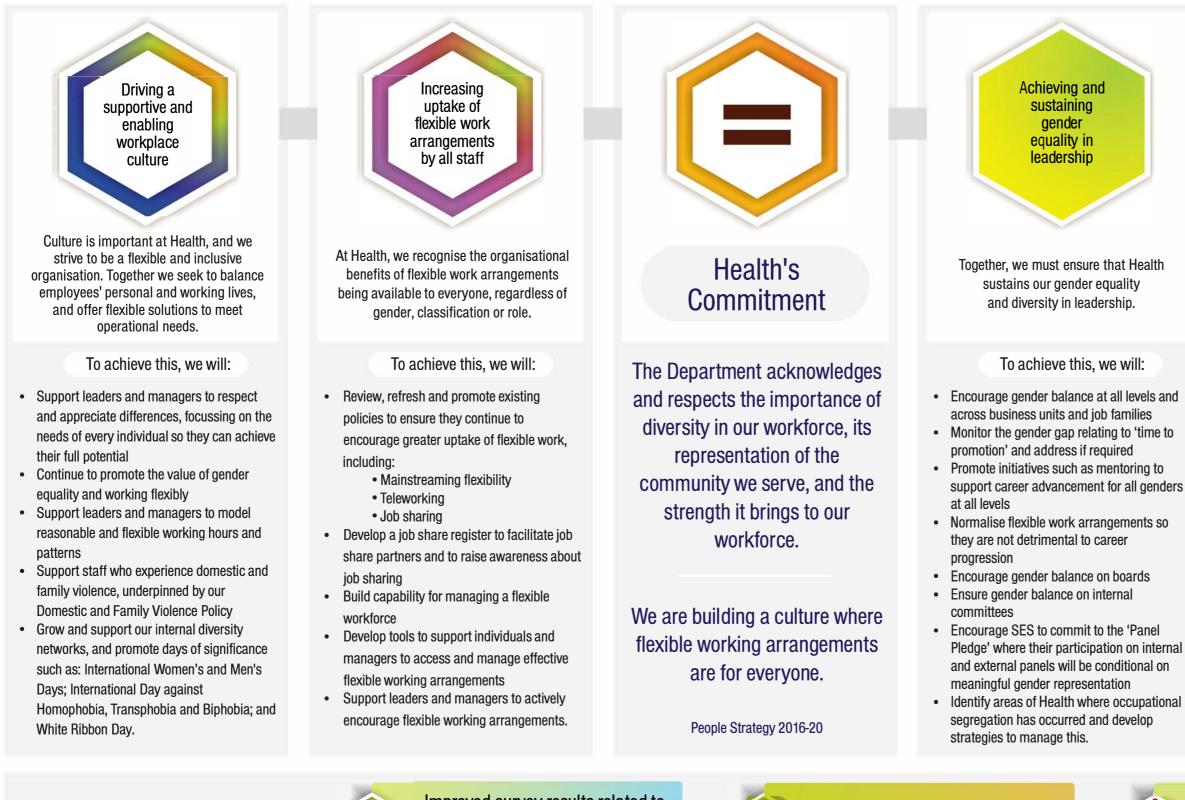
## Health's Gender Equality & Flexibility **BLUEPRINT 2017-20**





How will we measure our success?



Improved survey results related to access to flexible work arrangements and perceptions of SES support for flexible work



Monitoring and reporting on gender balances across the department



Working innovatively to embed gender equality in employment practices

At Health we recognise the need to take a fresh approach to attracting, developing and retaining talented staff that reflect the diverse community we serve.

## To achieve this, we will:

- Review and promote employment practices to support gender equality and flexible working arrangements
- Encourage all hiring managers to state that flexible working arrangements will be considered
- Build awareness of unconscious bias
- · Encourage gender balance on recruitment panels
- Provide an opportunity for staff to identify outside of the gender binary, recognising that not all individuals identify as either male or female
- Improve return to work experiences for staff after long term leave (eg maternity leave or other extended leave), through tools such as Health's Parental Leave Toolkit.

Increase in the number of staff accessing flexible working arrangements