

2022-2023

Gender Equality Report

As a Registered National Disability Insurance Scheme (NDIS) service provider, Enable WA is committed to promote Workplace Gender Equality, working to comply with the Workplace Gender Equality Amendment Bill 2023.

Enable WA prides itself on reporting a neutral median gender pay gap. All of our employees (which includes over 700 staff members) are remunerated according to their roles and associated duties with no differentiation based on their gender or ethnicity.

Enable WA has equal gender representation on our Board of Directors as well as the Executive Team that supports our CEO. During 2024 Enable WA is actively encouraging individuals with a lived experience of disability and/or being a carer of someone with a disability, to join the Enable Board of Directors. As a disability services provider, it is vital to our success that our workforce is as diverse as our Participants and the communities we deliver services to.

The 2022-23 Gender Equality Report indicates that we could be consulting more regularly with our workforce on gender equality in the workplace, and in conjunction with our established flexible working arrangements for all staff, we aim to further explore avenues to support any staff member experiencing domestic or family violence, plus the opportunity to progress education and awareness with all line managers to prevent and respond to harassment on the grounds of sex or discrimination in the workplace.

Enable WA is excited to continue our strategy to build on an engaged and inclusive workforce, assisting the organisation to drive reform, innovation and quality improvement.

0%

Median
remuneration
gap 22-23

Flexible working
arrangements
for a diverse
workplace

Sexual
discrimination
awareness and
prevention