

# Gender Equality Action Plan

## 2026 Progress report for Greyhound Racing Victoria

Organisation name:	Greyhound Racing Victoria
Total number of employees (and full-time equivalent FTE), as at 30 June 2025	Total employees: 205 active at end of reporting period Total FTE: 144 active at end of reporting period
Response rate to employee experience survey	65%
Contextual information	<p>Greyhound Racing Victoria (GRV) is the controlling body that regulates greyhound racing in Victoria, Australia. GRV regulates 13 greyhound racing clubs and holds approximately 1,263 meetings annually and 14,897 races, with over \$72.87 million in prize money distributed.</p> <p>GRV is responsible for regulating and promoting the sport and ensuring high standards of integrity and care for greyhounds, including the Greyhound Adoption Program, which helps find homes for greyhounds after racing. Greyhound racing in Victoria achieves a significant economic contribution;</p> <ul style="list-style-type: none"> <li>• generating an annual economic impact to the state of Victoria of \$643 million</li> <li>• facilitating 4700+ full-time equivalent jobs, 13,600+ participants, support staff and volunteers,</li> <li>• \$2.98 BILLION domestic wagering turnover on Vic greyhound races</li> <li>• GRV owns the Greyhound Adoption Program (GAP) in Victoria across 2 locations in Seymour and Tullamarine. In the 2024-25 year GAP rehomed 888 retired greyhounds.</li> <li>• 374 litters and 2,832 Victorian-bred pups were registered</li> </ul> <p>Greyhound racing in Victoria has long been an inclusive, community-based sport with very few, if any, barriers to entry by gender. GRV has been proactive in driving change to champion diversity and inclusion in its workforce and operations and also in how we engage with our participants, stakeholders and the general community.</p>
Location (metropolitan, regional or rural. If other, please specify)	<p>GRV Staff are located across 3 sectors:</p> <ol style="list-style-type: none"> <li>1. GRV's head office is located in Chetwynd Street, West Melbourne – and houses the Corporate, Operations and Welfare and Integrity teams;</li> <li>2. GAP (Greyhound Adoption Program) at Seymour and Tullamarine and;</li> <li>3. Greyhound racing is conducted across 13 race clubs around the state, including two metropolitan clubs, Sandown Park and The Meadows. Regional clubs are in Ballarat, Bendigo, Cranbourne, Geelong, Healesville, Horsham, Sale, Shepparton, Traralgon, Warragul and Warrnambool. Raceday staff include Vets, Stewards, and race officials positioned at metropolitan and regional clubs across 13 locations in Victoria spanning from Sale to Horsham.</li> </ol> <p>Victoria is also home to a number of coursing clubs, with Lang Lang and Longwood currently in operation during the coursing season, which runs from May to August.</p>

## Attestation by head of organisation

I confirm that:

- I am the head of organisation (CEO or equivalent).
- I have reviewed and approved the submission of this progress report on behalf of my organisation (as named above). I attest to providing truthful and accurate information.
- I attest that my organisation has completed all relevant gender impact assessments under the Gender Equality Act 2020, or I have explained why not in the comment box below:

**Any comments?** GRV has successfully completed all relevant gender impact assessments under the Gender Equality Act 2020.

**Name** Stuart Laing

**Role title** Chief Executive Officer

**Signed**



**Date** 22/4/2026

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### Reporting on gender impact assessments (GIAs)

#### Section 1.1 Confirming GIA exemptions (required)

If you have not listed any GIAs, please choose one or more permitted reason:

- Reporting on the GIA(s) would make the progress report an exempt document. This is within the meaning of the *Freedom of Information Act 1982*.
- Reporting on the GIA(s) would result in a disclosure prohibited by a different Act.
- Reporting on the GIA(s) would reveal confidential information.
- Your organisation had no policies, programs or services requiring a GIA. This is under the parameters of the *Gender Equality Act 2020*.
- None of these apply (go to 1.2).

GRV has not been required to undertake any GIAs in the reporting period.

GRV manages internal programs and policies that do not directly impact the public.

Policies and procedures for the public are managed by alternate organisations such as the Racing Integrity Commissioner, Greyhounds Australasia Greyhounds Australia Rules (GAR's) and Local Rules (LR's), Clubs implement policies and procedures relating directly with the public.

#### Section 1.2 Describing policies, programs and services subject to a GIA (required and recommended)

Ref #	A: Title (required)	B: Subject (required)	C: Description of the policy, program or service (required)	D: Status (required)	E: Description of gendered impacts (recommended)
1.	Not applicable	Choose an item.	Not applicable	Choose an item.	Not applicable

#### Section 1.3 Describing actions taken as a result of a GIA (required and recommended)

Ref #	F: Were actions taken as a result of the GIA? (required)	G: Describe the actions taken as a result of the GIA in order to: <ul style="list-style-type: none"> <li>• Meet the needs of people of different genders; and/or</li> <li>• Promote gender equality; and/or Address gender inequality.</li> </ul>	H: If you did not take action, explain why.  If you did take action, describe it in (G) and write N/A here. (required)	I: Describe: How and why intersectionality was considered (or not) (required)	J: Describe any actions taken specifically designed to address intersectional inequalities
1.	No (go to column H)	Not applicable	Not applicable	Not applicable	Not applicable

## Reporting on progress against the indicators

### Section 2.1 Describing progress against the workplace gender equality indicators (required and recommended)

\*Indicators (column K)

1. Gender composition of all levels of the workforce
2. Gender composition of the governing body
3. Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender
4. Sexual harassment in the workplace
5. Recruitment and promotion practices in the workplace
6. Availability and utilisation of terms, conditions and practices relating to: family violence leave, flexible working arrangements, and working arrangements supporting employees with family or caring responsibilities
7. Gendered segregation within the workplace

K: Indicator*	L: Progress data (required)	N: Has progress been made?	O: Explain how the data does (or does not) demonstrate progress. (required)
1	<p><b>Critical</b> performance measures</p> <p>1.1 Gender composition of the duty holder organisation:</p> <ul style="list-style-type: none"> <li>• 2023: W - 42.3% M - 56.8%</li> <li>• 2025: W - 46.3% M - 53.7%</li> </ul> <p>1.2 Gender composition of part time workers in the duty holder organisation:</p> <ul style="list-style-type: none"> <li>• 2023: W - 19.4% M - 7.7%</li> <li>• 2025: W - 23.2% M - 9.1%</li> </ul> <p>1.3 Gender composition of senior leaders in the duty holder organisation:</p> <ul style="list-style-type: none"> <li>• 2023: W - 25% M - 75%</li> <li>• 2025: W - 23.8% M - 76.2%</li> </ul>	Yes	<p>1.1 Between 2023 and 2025, the proportion of our employees in each gender group was as follows:</p> <ul style="list-style-type: none"> <li>- for women, increased from 43.2% to 46.3% (+3.1%)</li> <li>- for men, decreased from 56.8% to 53.7%</li> <li>- for people of self-described gender, stayed the same at 0.0%</li> </ul> <p>1.2 Between 2023 and 2025, the proportion of employees working part time was as follows:</p> <ul style="list-style-type: none"> <li>- for women, increased from 19.4% to 23.2% (+3.7%)</li> <li>- for men, increased from 7.7% to 9.1% (+1.3%)</li> <li>- for people of self-described gender, stayed the same at 0.0%</li> </ul> <p>1.3 Between 2023 and 2025, the proportion of senior leaders for each gender group was as follows:</p> <ul style="list-style-type: none"> <li>- for women, decreased from 25.0% to 23.8% (-1.2%)</li> <li>- for men, increased from 75.0% to 76.2%</li> <li>- for people of self-described gender, stayed the same at 0.0%</li> </ul>
2	<p>Critical performance measures</p> <p>Gender composition of the duty holder organisation's governing body:</p>	Yes	<p>Between 2023 and 2025, the proportion of our board members for each gender group was as follows</p> <ul style="list-style-type: none"> <li>- for women, increased from 42.9% to 50.0% (+7.1%)</li> </ul>

	<ul style="list-style-type: none"> <li>2023: W – 42.9% M – 51.12%</li> <li>2025: W – 50% M – 50%</li> </ul>		<ul style="list-style-type: none"> <li>- for men, decreased from 57.1% to 50.0%</li> <li>- for people of self-described gender, stayed the same at 0.0%</li> </ul>
3	<p>Critical performance measures</p> <p>Mean total remuneration gender pay gap by occupation group:</p> <ul style="list-style-type: none"> <li>2023: W - 16.3%</li> <li>2025: W – 18%</li> </ul> <p>Mean <b>total remuneration</b> senior leader gender pay gap:</p> <ul style="list-style-type: none"> <li>2023: W - -7.3%</li> <li>2025: W – 9.3%</li> </ul> <p>Supplementary measures</p> <p><b>Mean base salary</b> pay gap:</p> <ul style="list-style-type: none"> <li>2023: 16.1%</li> <li>2025: 16.8%</li> </ul> <p><b>Median total remuneration</b> pay gap:</p> <ul style="list-style-type: none"> <li>2023: 18.2%</li> <li>2025: 12.0%</li> </ul> <p><b>Median base salary</b> pay gap:</p> <ul style="list-style-type: none"> <li>2023: 16.7%</li> <li>2025: -0.3%</li> </ul>	Yes	<p>The Mean total remuneration gender pay gap by ANZIC Occupation Code (occupational group) – for Managers and Professionals compared to men widened for women from 2023 to 2025 from 16.3% to 18% pay gap (1.7%)</p> <p>Between 2023 and 2025, the gender pay gap (average total earnings) between a given gender and men was as follows:</p> <ul style="list-style-type: none"> <li>- for women, increased from -7.3% to 9.3% (2%)</li> <li>- for people of self-described gender, data was unavailable in 2023 and 2025</li> </ul> <p>Between 2023 and 2025, the gender pay gap between a given gender and men was as follows:</p> <ul style="list-style-type: none"> <li>- for women, increased from 16.1% to 16.8% (0.7)</li> <li>- for people of self-described gender, data was unavailable in 2023 and 2025</li> </ul> <p>The pay gap for women widened by 0.7% to 16.8%</p> <p>Between 2023 and 2025, the gender pay gap between a given gender and men was as follows:</p> <ul style="list-style-type: none"> <li>- for women, decreased from 18.2% to 12.0% (-6.2%)</li> <li>- for people of self-described gender, data was unavailable in 2023 and 2025</li> </ul> <p>Between 2023 and 2025, the gender pay gap between a given gender and men was as follows:</p> <ul style="list-style-type: none"> <li>- for women, decreased from 16.7% to -0.3%</li> <li>- for people of self-described gender, data was unavailable in 2023 and 2025</li> </ul>
4	<p>Critical performance measures</p> <p>Anonymous experience rate of sexual harassment:</p> <ul style="list-style-type: none"> <li>2023: W – 9.1 % M – 6.9%</li> <li>2025: W – 5% M – 2%</li> </ul> <p>Number of formal reports of sexual harassment:</p>	Yes	<p>Between 2023 and 2025, the proportion of respondents indicating that they experienced sexual harassment was as follows:</p> <ul style="list-style-type: none"> <li>- for women, 9.1% in 2023 and data was unavailable in 2025</li> <li>- for men, 6.9% in 2023 and data was unavailable in 2025</li> <li>- for people of self-described gender, data was unavailable in 2023 and 2025</li> </ul> <p>Between 2023 and 2025, the number of formal reports of sexual harassment from employees or groups of employees was as follows:</p>

	<ul style="list-style-type: none"> <li>• 2023: W – NA% M – NA%</li> <li>• 2025: W – NA% M – NA%</li> </ul> <p>Supplementary measures</p> <p>Participants who said they reported sexual harassment:</p> <ul style="list-style-type: none"> <li>• 2023: W – NA% M – NA%</li> <li>• 2025: W – NA% M – NA%</li> </ul> <p>Reasons for not making a formal sexual harassment complaint:</p> <ul style="list-style-type: none"> <li>• 2023: W – NA% M – NA%</li> <li>• 2025: W – NA% M – NA%</li> </ul> <p>Satisfaction with handling of workplace sexual harassment complaint:</p> <ul style="list-style-type: none"> <li>• 2023: W – NA% M – NA%</li> <li>• 2025: W – NA% M – NA%</li> </ul> <p>Satisfaction with handling of formal workplace sexual harassment complaint:</p> <ul style="list-style-type: none"> <li>• 2023: W – NA% M – NA%</li> <li>• 2025: W – NA% M – NA%</li> </ul>		<ul style="list-style-type: none"> <li>- for women, data was unavailable in 2023 and 2025</li> <li>- for men, 1 in 2025 and data was unavailable in 2023</li> <li>- for people of self-described gender, data was unavailable in 2023 and 2025</li> <li>- for other (mixed gender or prefer not to say), data was unavailable in 2023 and 2025</li> </ul> <p>Between 2023 and 2025, the proportion of respondents who said they reported sexual harassment was as follows:</p> <ul style="list-style-type: none"> <li>- for women, data was unavailable in 2023 and 2025</li> <li>- for men, data was unavailable in 2023 and 2025</li> <li>- for people of self-described gender, data was unavailable in 2023 and 2025</li> </ul> <p>**Certain data is not available due to the reporting size being lower than 10 respondents or the question not asked in People Matter questions.</p>
5	<p>Critical performance measures</p> <p>Gender composition of recruited employees:</p> <ul style="list-style-type: none"> <li>• 2023: W – 50% M – 50%</li> <li>• 2025: W – 59.4% M – 40.6%</li> </ul> <p>Gender composition of employees who were promoted:</p> <ul style="list-style-type: none"> <li>• 2023: ** Not available</li> <li>• 2025: W – 12.5% M – 87.5%</li> </ul>	Yes	<p>Between 2023 and 2025, the proportion of new recruits for each gender group was as follows:</p> <ul style="list-style-type: none"> <li>- for women, increased from 50.0% to 59.4%</li> <li>- for men, decreased from 50.0% to 40.6%</li> <li>- for people of self-described gender, remained the same at 0.0%</li> </ul> <p>Between 2023 and 2025, the proportion of promotions that went to each gender group was as follows:</p> <ul style="list-style-type: none"> <li>- for women, 12.5% in 2025 and data was unavailable in 2023</li> <li>- for men, 87.5% in 2025 and data was unavailable in 2023</li> <li>- for people of self-described gender, 0.0% in 2025 and data was unavailable in 2023</li> </ul>

	<p>Perceptions of recruitment, by gender:</p> <ul style="list-style-type: none"> <li>• 2023: W – 70.5% M – 70.7% %</li> <li>• 2025: W – 88% M – 78%</li> </ul> <p>Perceptions of promotion, by gender:</p> <ul style="list-style-type: none"> <li>• 2023: W – 40.9% M – 56.9% %</li> <li>• 2025: W – 56.9% M – 50%</li> </ul>		<p>- 87.5% of promotions were male compared to 12.5% Women.</p> <p>Between 2023 and 2025, the proportion of respondents who believed that recruitment processes at our organisation are fair was as follows:</p> <ul style="list-style-type: none"> <li>- for women, 70.5% in 2023 and 88% in 2025</li> <li>- for men, 70.7% in 2023 and 78% in 2025</li> <li>- for people of self-described gender, data was unavailable in 2023 and 2025</li> </ul> <p>Between 2023 and 2025, the proportion of respondents who agreed that promotion processes at our organisation are fair was as follows:</p> <ul style="list-style-type: none"> <li>- for women, 40.9% in 2023 and 63% in 2025 (+22.1%)</li> <li>- for men, 56.9% in 2023 and 50% in 2025 (-6.9%)</li> <li>- for people of self-described gender, data was unavailable in 2023 and 2025</li> </ul>
6	<p>Critical performance measures</p> <p>Average weeks of parental leave, by gender:</p> <ul style="list-style-type: none"> <li>• 2023: ** Not available</li> <li>• 2025: W – 24.1% M – 5.6%</li> </ul> <p>Uptake of flexible work, by gender:</p> <ul style="list-style-type: none"> <li>• 2023: ** Not available</li> <li>• 2025: W – 2.4% M – 5.2%</li> </ul> <p>Perceptions of flexible work culture, by gender:</p> <ul style="list-style-type: none"> <li>• 2023: W – 29.5% M – 10.3%</li> <li>• 2025: W – 77% M – 81%</li> </ul> <p>Supplementary measures</p> <p>Gender composition of parental leave takers:</p> <ul style="list-style-type: none"> <li>• 2023: ** Not available</li> <li>• 2025: W – 60% M – 40%</li> </ul>	Yes	<p>Between 2023 and 2025, the average number of weeks of parental leave taken by each gender group was as follows:</p> <ul style="list-style-type: none"> <li>- for women, 24.1 in 2025 and data was unavailable in 2023</li> <li>- for men, 5.6 in 2025 and data was unavailable in 2023</li> <li>- for people of self-described gender, data was unavailable in 2023 and 2025</li> </ul> <p>Between 2023 and 2025, the proportion of employees on a formal flexible work arrangement was as follows:</p> <ul style="list-style-type: none"> <li>- for women, 2.4% in 2025 and data was unavailable in 2023</li> <li>- for men, 5.2% in 2025 and data was unavailable in 2023</li> <li>- for people of self-described gender, data was unavailable in 2023 and 2025</li> </ul> <p>Between 2023 and 2025, the proportion of respondents who believed that requests for flexible work arrangements would be given due consideration at our organisation was as follows:</p> <ul style="list-style-type: none"> <li>- for women, 29.5% in 2023 and 77% in 2025</li> <li>- for men, 10.3% in 2023 and 81% in 2025</li> <li>- for people of self-described gender, data was unavailable in 2023 and 2025</li> </ul> <p>Between 2023 and 2025, the gender composition of parental leave takers was as follows:</p>

	<p>Gender gap in carer's leave:</p> <ul style="list-style-type: none"> <li>• 2023: ** Not available</li> <li>• 2025: W – 34.7% M – 34.1%</li> </ul>		<ul style="list-style-type: none"> <li>- for women, 60.0% in 2025 and data was unavailable in 2023</li> <li>- for men, 40.0% in 2025 and data was unavailable in 2023</li> <li>- for people of self-described gender, data was unavailable in 2023 and 2025</li> </ul> <p>Between 2023 and 2025, the proportion of employees who took carer's leave was as follows:</p> <ul style="list-style-type: none"> <li>- for women, 34.7% in 2025 and data was unavailable in 2023</li> <li>- for men, 34.1% in 2025 and data was unavailable in 2023</li> <li>- for people of self-described gender, data was unavailable in 2023 and 2025</li> </ul>
7	<p>Critical performance measures</p> <p>Occupational gender segregation:</p> <ul style="list-style-type: none"> <li>• 2023: W – 43.2.7% M – 58.8%</li> <li>• 2025: W – 46.3% M – 53.7%</li> </ul>	Yes	<p>Woman Managers <b>increased</b> in 2025 (46.7%) from 2023 (45.9%)</p> <p>Male Managers decreased in 2025 (54.1%) from 2023 (54.1%)</p> <p>Woman Professionals <b>increased</b> in 2025 (57.8%) from 2023 (45.2%)</p> <p>Male Professionals decreased in 2025 (42.2%) from 2023 (54.8%)</p> <p>Woman clerical and administrative workers continues to increase in 2025 (75%) from 2023 (69.4%)</p> <p>Men clerical and administrative workers continues to decrease in 2025 (25%) from 2023 (30.6%)</p>

## Section 2.2 Describing factors limiting and contributing to progress (required)

Identify and discuss any factors that may have affected your ability to progress against each indicator.

### Factors (column Q):

- a. the size of the organisation, including the number of employees
- b. the nature and circumstances of the organisation, including any barriers to making progress
- c. requirements that apply to the organisation under any other Act, including an Act of the Commonwealth
- d. the organisation's resources
- e. the organisation's operational priorities and competing operational obligations
- f. the practicability and cost to the organisation of making progress; and
- g. genuine attempts made by the organisation to make progress.

P: Indicator	Q: Did any of the factors listed below limit or contribute to your progress?*(required)	R: Explain how any factor(s) limited or contributed to your progress. If 'none' is selected, write N/A and move to (S) (required)	S: List the strategies implemented that contributed to or aligned with the indicator. (required)
<b>1</b> <b>Gender composition at all levels of the workforce</b>	<input type="checkbox"/> None <input checked="" type="checkbox"/> a <input type="checkbox"/> b <input type="checkbox"/> c <input type="checkbox"/> d <input type="checkbox"/> e <input type="checkbox"/> f <input type="checkbox"/> g	<p>GRV had 205 active employees as at June 30 2025 inline with the reporting conditions. The gender composition at GRV has continued to equalise increasing by +3.1% for women in the workforce who now make up 46.3% (men 53.7 decreasing).</p> <p>This is attributed greater awareness across GRV, gender inclusive advertising of vacant roles and involvement with work 180, who have promoted GRV as a friendly workforce for women. GRV additionally holds, Rainbow, RAP accreditations.</p> <p>Across the three primary teams – Operations, Integrity &amp; Welfare, and Corporate, the highest female representation is in the Operations team which is inclusive of GAP (56.58%) followed by Corporate (47.06%) and with the lowest female representation, Integrity &amp; Welfare (36.36) predominantly made up of Stewarding roles which is also the largest cohort of employees.</p> <p>Within the Integrity and Welfare teams, GRV's workplace data continues to indicate the long term effects of historic recruitment and reputation of the racing industry, as evidenced by incidents of gendered segregation. That said, further work continues to be done to increase female participation in roles which have been perceived as "traditionally masculine".</p> <p>EBA negotiations were taking place at the time of reporting which advocated for and achieved an increased clause 10.8a in the Employee EA directly addressing intersectionality of gender segregation.</p>	<p>Strategies relating to the goal matrix include:</p> <p>GRV as an Employer of Choice to drive annual reviews or policies and procedures, creating a safe and supportive workplace for all employees</p> <ul style="list-style-type: none"> <li>• Education to build awareness</li> <li>• Workplace Behaviours (esp. Incivility, Exclusion/Isolation) to ensure a safe and supportive workplace so all employees bring their whole selves to work and genuinely feel they belong</li> <li>• Improve data collection methodologies to establish more robust data sources for organisational decision making</li> <li>• Work 180 employer of choice for women</li> <li>• Gain and maintain accreditations e.g. Work180, Rainbow, RAP</li> </ul>

		<p>Historically the Raceday EA had no mention of gender equality, however this had now been successfully amended to mirror the employee EA (24-28).</p> <p>Since 2021 GRV have introduced into the EA Reproductive Leave, Gender Affirmation Leave and amended the parental leave conditions to be eligible after 6 months of services vs 12 months.</p> <p>Additional clauses were adopted to include claims relating to systematic gender equality issues and increased gender affirmation leave (4 weeks paid – C-8.13).</p> <p>Part time workers have increased by 3.7% for women and 1.3% men since 2023. With women nearly 3 times more likely to work part time at 23.2% v 9.1%.</p> <p>Unfortunately, the data reflects that female leaders have decreased by 1.2% since 2023 into 2025 widening the gap of representation at this level to 76.2% men and 23.8% women.</p> <p>Due to fluctuating economic and waging conditions post COVID, 2023 resulted in redundancies occurring across the organisation. Of the redundancies that occurred 26.8% were Female and 73.2% Males.</p> <p>While the majority of redundances impacted males, losses of existing females in leadership positions in particular have continued to occur over the reporting duration.</p> <p>People of self-described gender have not been captured in workforce data with a less than 10 people identifying, resulting in 00.0% across all workforce reporting metrics and an absence from the indicators. The People Matters data indicates that 2–3% identified as bisexual, lesbian/gay, or asexual; and 26% preferred not to say.</p> <p>The strength of the data and insights contained in this progress report can be attributed to 100% Workforce data including both recommended and required. This is a marked improvement from 2023 audit and progress reporting by which only the recommended items were captured.</p>	<ul style="list-style-type: none"> <li>• Improve data collection and reporting for high quality analysis to gain greater gender and intersectional workforce insights</li> </ul>
<p><b>2</b></p> <p><b>Gender composition of governing bodies</b></p>	<p><input checked="" type="checkbox"/>None</p> <p><input type="checkbox"/> a</p> <p><input checked="" type="checkbox"/> b</p> <p><input checked="" type="checkbox"/>c</p> <p><input type="checkbox"/>d</p> <p><input type="checkbox"/>e</p> <p><input type="checkbox"/>f</p> <p><input type="checkbox"/>g</p>	<p>GRV is governed by a Board of Directors appointed by the Minister of Racing with GRV having restricted decision-making power on the gender outcomes for these roles.</p> <p>During the 21-25 period it is favourable to report that GRV achieved a gender balance of the board being 50% female and 50% male. This is an increase in woman since 2023 of +7.1% to achieve an equal representation.</p> <p>The Chair of GRV within the reporting period is female, the Vice Chair a male – sending a strong inclusion and diversity message to GRV staff and the broader industry.</p> <p>Diversity within self-described genders in not captured and therefor will be considered in the next GEAP.</p>	<ul style="list-style-type: none"> <li>• Workplace Behaviours (esp. Incivility, Exclusion/Isolation) to ensure a safe and supportive workplace so all employees bring their whole selves to work and genuinely feel they belong</li> <li>• Improve data collection methodologies to establish more robust data sources for organisational decision making</li> </ul>
<p><b>3</b></p>	<p><input type="checkbox"/>None</p> <p><input checked="" type="checkbox"/> a</p>	<p>It is pleasing to report that GRV has achieved a -0.3% MEDIAN base salary pay gap. For clarity, the Median Base Salary refers to the middle point of salaries</p>	<p>Ensure GRV policies, procedures and processes are free of bias to</p>

<p><b>Gender pay gap</b></p>	<input checked="" type="checkbox"/> b <input type="checkbox"/> c <input type="checkbox"/> d <input type="checkbox"/> e <input type="checkbox"/> f <input type="checkbox"/> g	<p>within GRV. This is attributed to the strong EA across Stewarding functions fitting within this band. However, the MEAN Salary gap for women is 16.8%.</p> <p>The largest pay disparity (27% Median base salary pay gap) is at manager level, 3 reports from CEO level.</p> <p>Operational staff achieve parity at -0.3% and administrative and clerical workers the next inline at 9.8% gap for female employees.</p> <p>Across employment types there is a 33.5% median base salary pay gap for woman on casual terms and 29.6% gap for women on full time contracts. The shortest pay gap is for full time permanent women (9.5% and Part time Permanent women 7.8%)</p> <p>Workforce gender segregation remains an area to focus on in the future with more males occupying Stewarding and Investigative roles. By contrast there are more females in roles including GAP Kennel Attendants and veterinary nurses in the clinic.</p> <p>As GRV methodically completes salaried role benchmarking it is to be considered based on the above that the gap does not stem from like-to-like roles, for example males and female in steward positions, but more prevalent across different roles such as in the corporate and operational teams.</p> <p>Given the historical nature of the organisation, males occupy the majority of leadership positions (17/21 - 80%) and achieving the greatest number of promotions 87.5% - there is further focus required in this area.</p>	<p>ensure fair and equitable access to progression opportunities, where remuneration is based upon benchmarked role value at GRV</p> <ul style="list-style-type: none"> <li>• Benchmarking roles at manager and senior specialist levels</li> <li>• Performance &amp; Development – process improvement and manager upskilling to ensure consistency in assessment and development opportunities (for growth and progression)</li> <li>• Annual gender pay equity audits to eliminate inequalities with continual monitoring &amp; review of pay practices that can lead to gender based pay inequalities.</li> </ul>
<p><b>4 Sexual harassment in the workplace</b></p>	<input type="checkbox"/> None <input type="checkbox"/> a <input type="checkbox"/> b <input checked="" type="checkbox"/> c <input type="checkbox"/> d <input type="checkbox"/> e <input type="checkbox"/> f <input type="checkbox"/> g	<p>During the reporting period, GRV released the module 'Respecting Each Other', a required learning course which covers topics relating to bullying and harassment. GRV continued the promotion of the Respect in the Workplace Policy, Sexual Harassment Policy, and the Reporting Unacceptable Behaviour Guide to all employees.</p> <p>As detailed in the EA the sexual harassment complains process follows a standardised procedure including investigation, outcome, notification, prevention assessment and continuous improvement.</p> <p>GRV creates a positive reporting culture by encouraging employees to report using multiple reporting mechanisms (e.g., direct Manager, People Services, anonymous reporting systems and third party hotline eg, Speak up). Speak up with Your Call is an independent and external reporting hotline.</p> <p>GRV saw a significantly lower Employee Assistance Program utilisation rate of 2.08% (vs. 2023 = 8%) during the reporting period.</p> <p>While the 2025 GEAP Workforce data did not have sufficient results to show the % change across the two periods – the People Matters Survey comparisons show a positive trend. The 2023 survey had fewer participants - in 2022, 63% of employees participated resulting in 7% reporting sexual harassment, 46% participated in 2023 reporting 5% and in 2025 of an increased 65% participation</p>	<ul style="list-style-type: none"> <li>• Education and training</li> <li>• Making reporting even easier</li> <li>• Transparency in process for complainants, ensuring support</li> <li>• Regular promotion of reporting unacceptable behaviour</li> <li>• Embed workplace behaviours as an annual performance assessment criterion</li> <li>• Leverage Wellbeing at GRV Ambassador Program to promote healthy behaviours</li> </ul>

		<p>rate the sexual harassment survey results dropped to 3% (compared to a comparator group of 8%).</p> <p>While steps have been taken to educate employees on respectful behaviour, further work is required at an industry level as many of our employees work in public facing roles across various regional locations at Clubs.</p> <p>However, the bullying indicator (if transferred across to sexual harassment) suggest there is a ways to go with employees <u>not</u> submitting complaints primarily due to the expression that "they did not think it would make a difference". This has been addressed in the Survey Matters Action Plan and transferred across to this years GEAP.</p> <p>It should also be noted that on 31 August 2023 the Racing Integrity Commissioner released an <u>Independent Review into Victorian Racing Industry Victim Support and Complaint Processes</u>. This report identified misconduct across all 3 racing codes. GRV is proactively working to shape the industry for the future alongside a taskforce.</p>	
<p><b>5 Recruitment and promotion practices</b></p>	<p><input type="checkbox"/>None  <input type="checkbox"/> a  <input checked="" type="checkbox"/> b  <input type="checkbox"/>c  <input checked="" type="checkbox"/>d  <input type="checkbox"/>e  <input type="checkbox"/>f  <input checked="" type="checkbox"/>g</p>	<p>In the 2021 GEAP, multiple improvement opportunities were identified by employees in regard to development, transparency around remuneration bands and addressing potential disadvantage.</p> <p>Since then, GRV have released a Recruitment Guideline which is readily available to all employees via the home page on GRV's Intranet. The guideline was developed to ensure clarity and consistency in process during the recruitment process for candidates and internal applicants. The Recruitment Guideline is a document created with the outcome to ensure recruitment and selection at GRV is fair to all applicants, with selection decisions based on merit.</p> <p>The formation of this guide includes an emphasis on Gender neutral position descriptions and job advertisements and the promotion of internal vacancies to all staff.</p> <p>While there has been an increase of women being <u>recruited</u> in 2025 (59.4% women to 40.6% men) the comparator of people being promoted is strongly weighted at 12% women and 87.5% men. Despite this based on People Matters Survey, both identified genders remained fairly neutral on the perception of promotion (W- 56.1%, M 51.9%).</p> <p>Post organisational restructure in 2023 some women were promoted into Head Of roles equating to 1/3 (4) of the positions now held by females in comparison to 12 men.</p> <p>The People Matters survey identified that 59% of the workforce has been with GRV less than 5 years – a sign of ongoing renewal and growth.</p> <p>GRV provides access to the GRV Employee Enterprise Agreement 2023-2024 and the GRV Stewards and Associated Employees Enterprise Agreement 2020-2024 which includes a comprehensive break down of all remuneration bands below a salaried level (salaried is in reference to senior, specialist roles which may require</p>	<p>Strategies relating to the goal matrix include:</p> <p>Ensure fair and consistent management of teams and assessment of individual performance, that supports access to development and growth for all employees regardless of gender and/or intersectionality.</p> <p>Ensure fair and consistent management of teams and assessment of individual performance, that supports access to development and growth for all employees regardless of gender and/or intersectionality</p> <ul style="list-style-type: none"> <li>• Internal promotion of job/career opportunities</li> <li>• Diversity in decision makers (e.g., selection panels)</li> <li>• Hiring manager upskilling</li> <li>• Structured approach to internal succession planning &amp; promotions</li> </ul>

		<p>variation in remuneration in order to remain competitive in the job market, attracting appropriately qualified talent).</p> <p>While GRV HR Information System Succession Module has not been fully maximised over the period, an effort has been made to consider and plan for the succession of roles. Further work is required and planned in this space which requires an equitability and gender lens to be applied.</p> <p>Hiring manager capability via unconscious bias training was not achieved in the previous GEAP to be considered for the 2026-2030 goal set.</p>	<ul style="list-style-type: none"> <li>• Gender neutral position descriptions and job advertisements</li> <li>• Work allocation via annual performance plans reflect multi-skilling of teams</li> </ul>
<p><b>6</b></p> <p><b>Leave and flexible working arrangements</b></p>	<input type="checkbox"/> None <input checked="" type="checkbox"/> a <input type="checkbox"/> b <input type="checkbox"/> c <input type="checkbox"/> d <input type="checkbox"/> e <input checked="" type="checkbox"/> f <input type="checkbox"/> g	<p>GRV actively supports flexibility as per both the GRV Employee Enterprise Agreement 2023-2024 and the GRV Stewards and Associated Employees Enterprise Agreement 2020-2024. Working arrangements supporting employees with family or caring responsibilities are supported for all employees.</p> <p>As per the progress report in 2023 there was no mechanism to track flexible working arrangements. GRV has actively worked to rectify this and enable reporting. While the count is less than 10 active employees on a <u>formal</u> flexible work arrangement the ability to report has progressed in 2025.</p> <p>Despite the low numbers in formal flexible work arrangements by the Gender equity reporting specifications, GRV does allow various informal flexible working arrangements. An example of this is that of the total workforce 56.9% participate in a hybrid WFH arrangement (Workforce report). 43.1% either do not access flexible work arrangements or their role demands on track or location attendance such as race day roles.</p> <p>With the perception of flexible work culture ranking higher among men (81.5%) compared to women (77.2%). It is important to note that the perception of flexible work culture has increased favourably for women +6.7% and decreased for men -8.2%.</p> <p>The average weeks of parental leave taken by women far surpasses that of men at 43.1%F, 5.6% M. Carers leave is relatively consistent across genders at 34.7% W to 34.1% M.</p> <p>GRV implemented annual spotlights communications across the year to highlight employee entitlements and well being initiatives and opportunities such as the introduction of the Psychosocial policy or EAP / health opportunities.</p>	<p>High quality information &amp; education to close the gap in employee's knowledge of their entitlements to improve access to development and flexibility.</p> <ul style="list-style-type: none"> <li>• Regular review of leave type options</li> <li>• Further employee education required to better understand entitlements</li> <li>• Ensuring single point failure is negated to enable employees the freedom to take leave with confidence</li> <li>• Ensuring continued flexibility and hybrid workplace practices</li> <li>• Annual 'spotlight' program on employee entitlements</li> <li>• Consider alternative leave types during discussions for future replacement enterprise agreements at GRV</li> <li>• Brief new employees at induction</li> <li>• Brief employees applying for parental leave entitlements</li> </ul>
<p><b>7</b></p> <p><b>Gendered segregation within the workplace</b></p>	<input type="checkbox"/> None <input type="checkbox"/> a <input checked="" type="checkbox"/> b <input type="checkbox"/> c	<p>In line with the People Matters survey results 87% of people served responded favourably to the questions covering Gendered segregation including bullying, discrimination and sexual harassment. Outside of the workforce, however relating to the exposure of raceday roles, there is ongoing work required to promote women in a male dominated racing industry. 80.73% of Owners in the</p>	<p>Strengthen GRV as a safe and supportive workplace where employees bring their whole selves to work through professional development on gender; intersexuality and inclusion.</p>

<input type="checkbox"/> d <input checked="" type="checkbox"/> e <input type="checkbox"/> f <input type="checkbox"/> g	<p>Victorian greyhound racing industry are male and 70.93% are male trainers. Resulting in 19.27% Female owners and 29.07% female trainers.</p> <p>Of this cohort the largest demographic by percentage according to age are 35–49-year-old male owners at 83.82% (excluding 1 male Under 18 making up 100%) and the lowest % of women in the industry being female owners 35-49 at 16.18%.</p> <p>The greatest representation of women in the industry are 18–34-year-old trainers (39.42%) showing an emergence of women into the industry compared to other age bands, however the nearest second is 33.93% of female owners aged 75+ years.</p> <p>GEAP workforce data for 2025 classified GRV teams based on ANZIC code. The data identified that the number of female (46.7%) and male (53.3%) managers were relatively comparative. Ongoing People data dashboards have been created and are appropriately shared with GRV staff. These dashboards aim to hold accountable people practices and awareness raising. Differentiation is revealed with an increase in woman (75% women v 25% Men) working in Administration and Clerical roles. This increased by 5.6% for women and decreased for men working in these roles.</p> <p>Additionally, 100% of roles in the Trade category is 100% male. These roles relate to track maintenance and diagnostics. The Certificate III in Racing Services (Track Maintenance) qualification which launched in 2021 started to address the inclusion, upskilling and promotion of women in these roles across the industry, however the one woman enrolled into the course across 27 males did not complete and moved out of industry mid-point. GRV recruitment campaigns continue to target gender equitable hiring and Work 180 participation supports the promotion and inclusion of all people. Engagement with Work 180 services would further support GRV access resources that support the reduction in gender segregation which will be maximised in the upcoming GEAP.</p>	<ul style="list-style-type: none"> <li>• Diversity in decision makers (e.g., selection panels)</li> <li>• Hiring manager upskilling</li> <li>• Respectful behaviours embedded Improve monthly GRV People Reports. Share deidentified data with employees to promote D&amp;I</li> <li>• Diversity in decision makers via gender</li> <li>• Culturally diverse selection panels</li> <li>• Annual training and workshops – Respect in the workplace</li> </ul>
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# Gender Equality Action Plan

## 2026 Progress report for Greyhound Racing Victoria

### Reporting on GEAP strategies

#### Section 3.1 Explaining incomplete strategies (if any)

GRV had 3 strategies that were either not yet complete or amended from the 2021-2025 GEAP.

1. Hiring manager capability via unconscious bias training

Due to financial pressures in the business GRV were unable to engage an external expert to deliver this training. However, this action will be delivered in the next 12 months as part of a budgeted leadership development program.

2. Gain & maintain accreditations: Work180, Rainbow, RAP

Partially Complete - GRV has maintained its accreditation with Work180 and was even recognised by Work180 in 2025 as being in the top 101 workplaces for women. GRV has yet to gain Rainbow or RAP accreditations.

3. Annual Workshops – Respect in the Workplace

Partially Complete - GRV conducts mandatory annual online training for all employees on Respect in the Workplace. GRV has developed an internal "Appropriate Workplace Behaviours" program which will commence delivery in 2025 and will be rolled out to all employees in face-to-face training sessions.

#### Section 3.2 Describing achievements, challenges and learnings (recommended)

GRV have made a concerted effort to deliver the GEAP strategies amongst a changing and challenging landscape. Greater emphasis on promotion, sharing and revision of current practices has commenced turning the dial on a historical male racing industry.

Significant ways forward has stemmed from stronger data capture, focus on spotlighting wellbeing including the introduction of a psychosocial policy, continued registration with external accreditations such as Work 180 and upgrading policies, procedures and enterprise bargaining agreement conditions to include equitable strategies and commitment has shifted the dial.

While only three initiatives were not yet delivered but are in train to be included in the proceeding GEAP, changes in staffing and leadership, a downturn in the wagering market and continued prioritisation of animal welfare impacted GEAP deliverables.

Prioritisation of data sharing and capture will ensure that GRV continues to track, monitor and action trends occurring across the equity and inclusion space, with key learnings to continue to be garnered and actioned alongside an agile approach.

#### Section 3.3 Providing other updates on implementation (recommended)

It should be noted that GRV is bound to the Victorian Racing Commission for some achievable targets such as the recruitment and resulting composition of the Board.

#### Section 3.4 Describing resourcing allocation (required)

The GRV People Services team (6 employees) predominantly lead the development and monitoring of the GEAP with a whole of organisation, inclusive approach. The GEAP was championed by Executive Sponsor for the duration of the term.

Quarterly progress reviews were completed at Executive level and communicated to the organisation via One GRV meetings.

The GEAP forms part of the larger People Strategy for GRV inline with the Strategic Plan and involves all business units and multiple internal stakeholders to adequately deliver the plan.