

Kia Toipoto Gender and Ethnicity Equality

Progress Update
Action plan 24/25 and beyond



Project Team
GNS Kia Toipoto Working Group

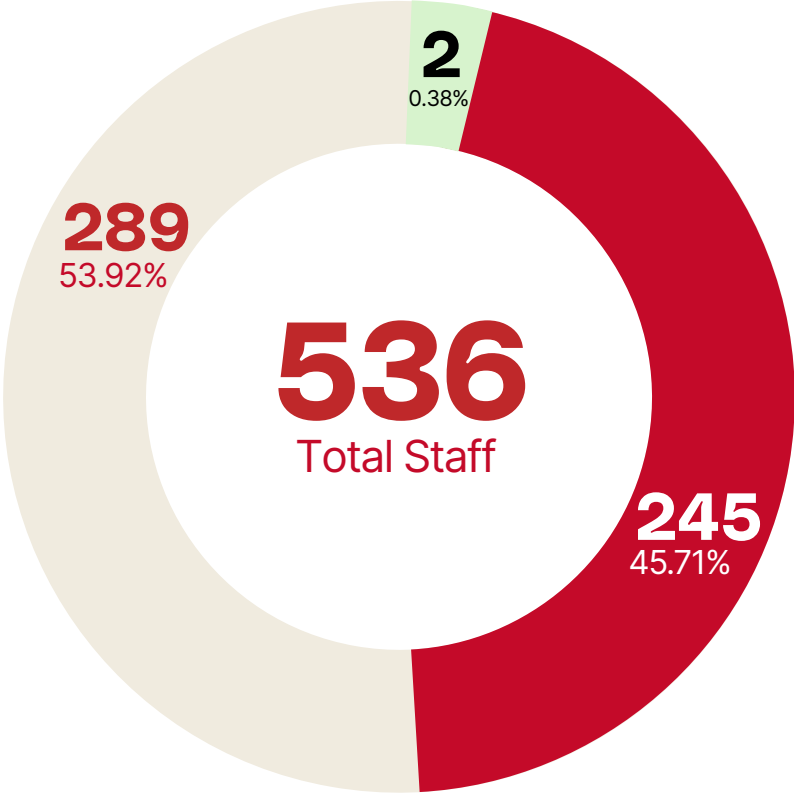


GNS Science Kia Toipoto progress update and action plan 24/25 and beyond

We have been proactively working to reduce the gender pay gap since 2017. The Kia Toipoto goal and action plan widens the scope to also make substantial progress on the ethnic pay gap, accelerate progress for wāhine Māori, pacific women, and women from ethnic communities, and creating fairer workplaces for all, including disabled people and members of rainbow communities.

This is our progress to date and the next steps in our Kia Toipoto journey.

Data is at 31 April 2024.

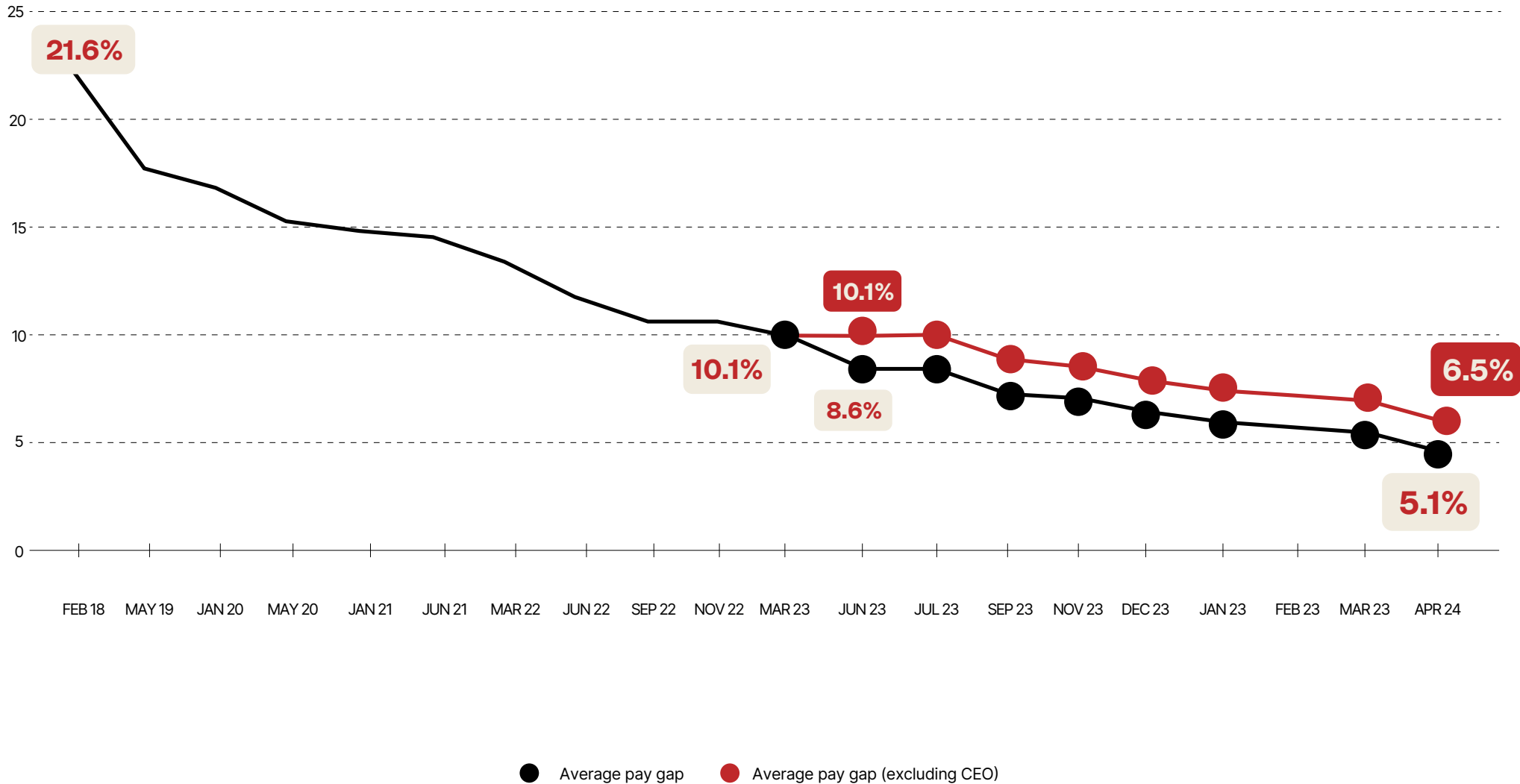


● Female ● Male ● Prefer not to say / Another Gender

GNS Gender Pay Gap

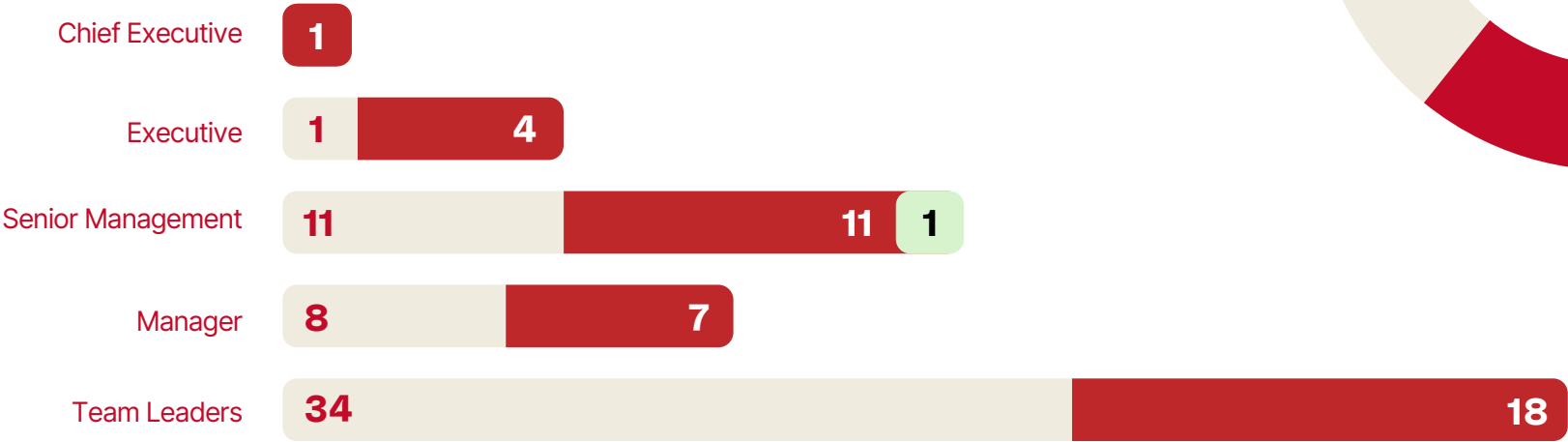
Our gender pay gap is reducing

GNS' gender pay gap (excluding the CEO) has improved by 3.7% from March 2023 to April 2024. This reflects GNS's focus on: consistency with starting salaries, increased women in leadership and all staff to a position in their range that reflects their performance.



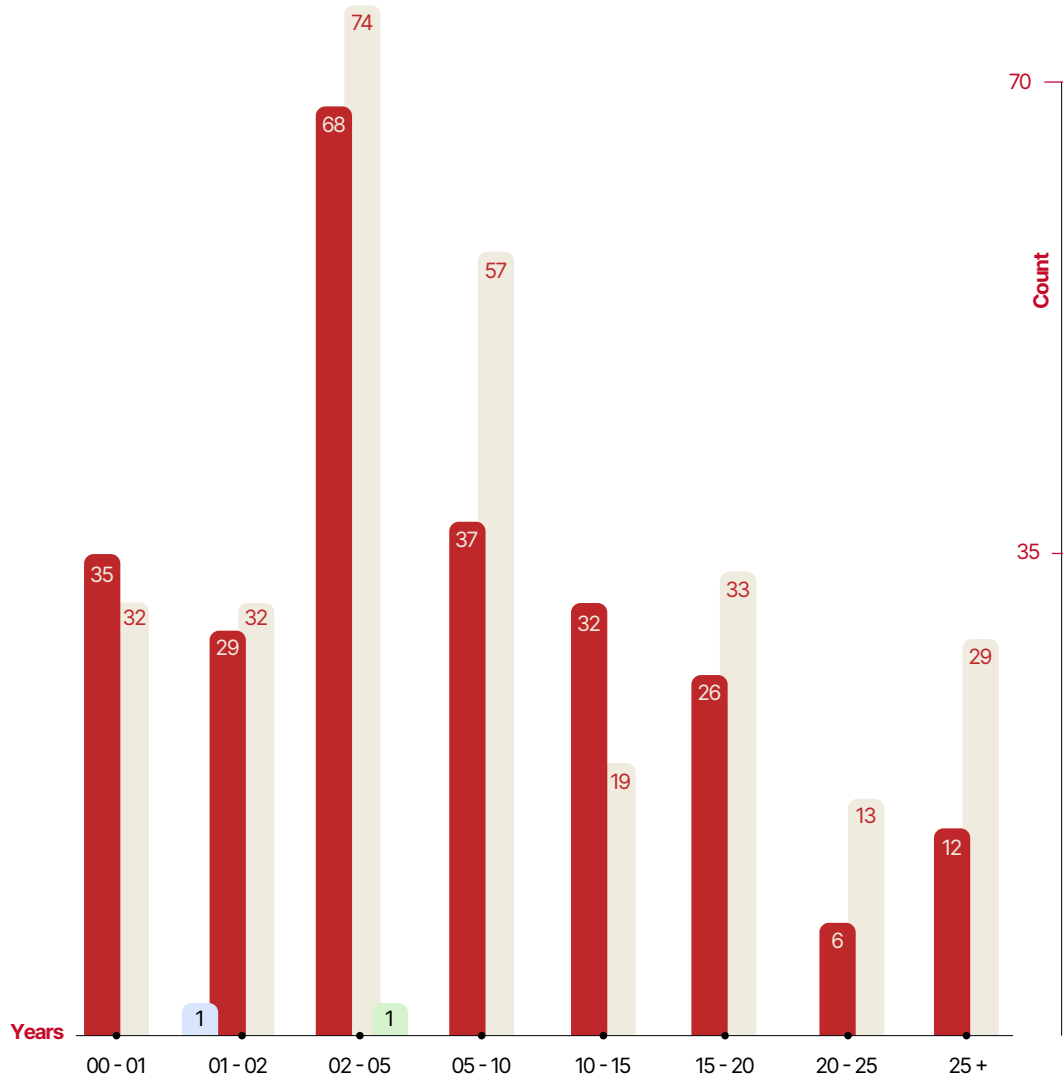
Management level: Gender

Women in Leadership

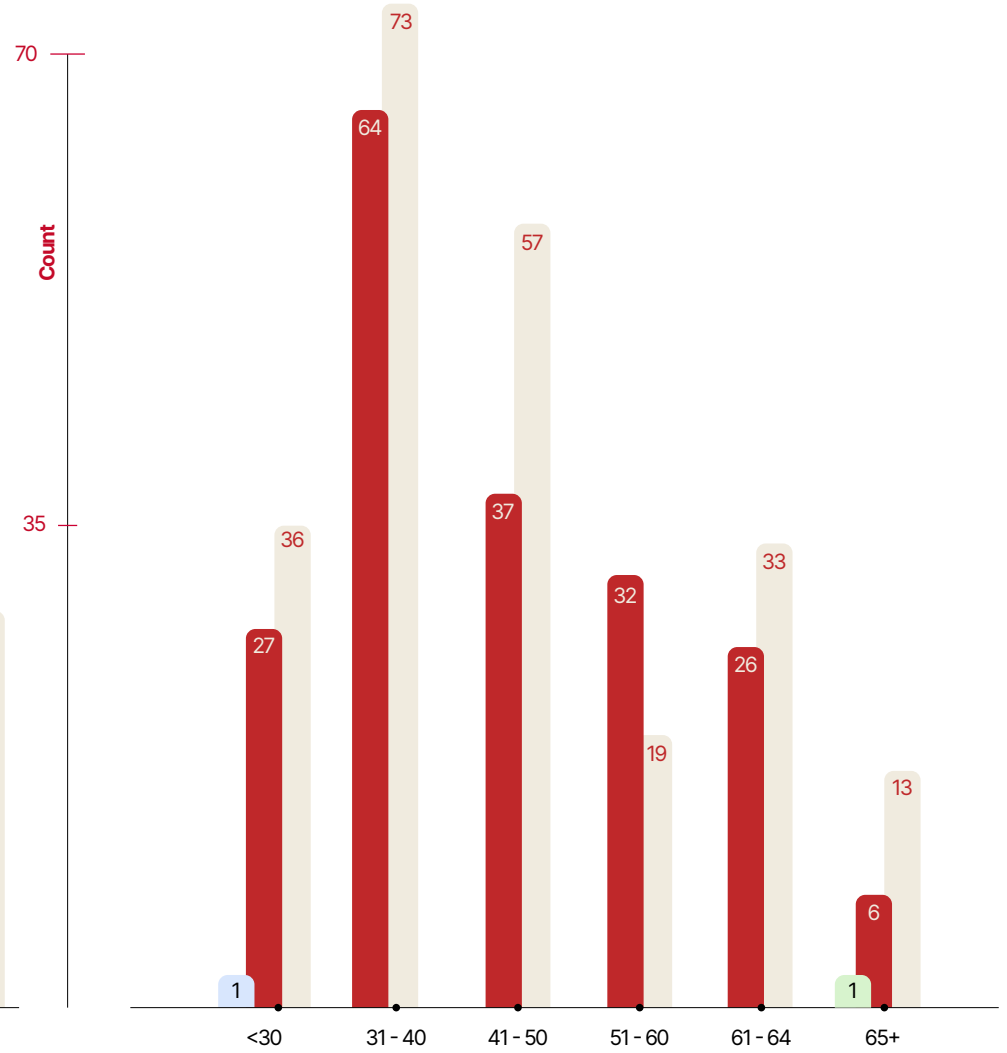


● Female ● Male ● Prefer not to say ● Another Gender

Gender and Tenure Distribution



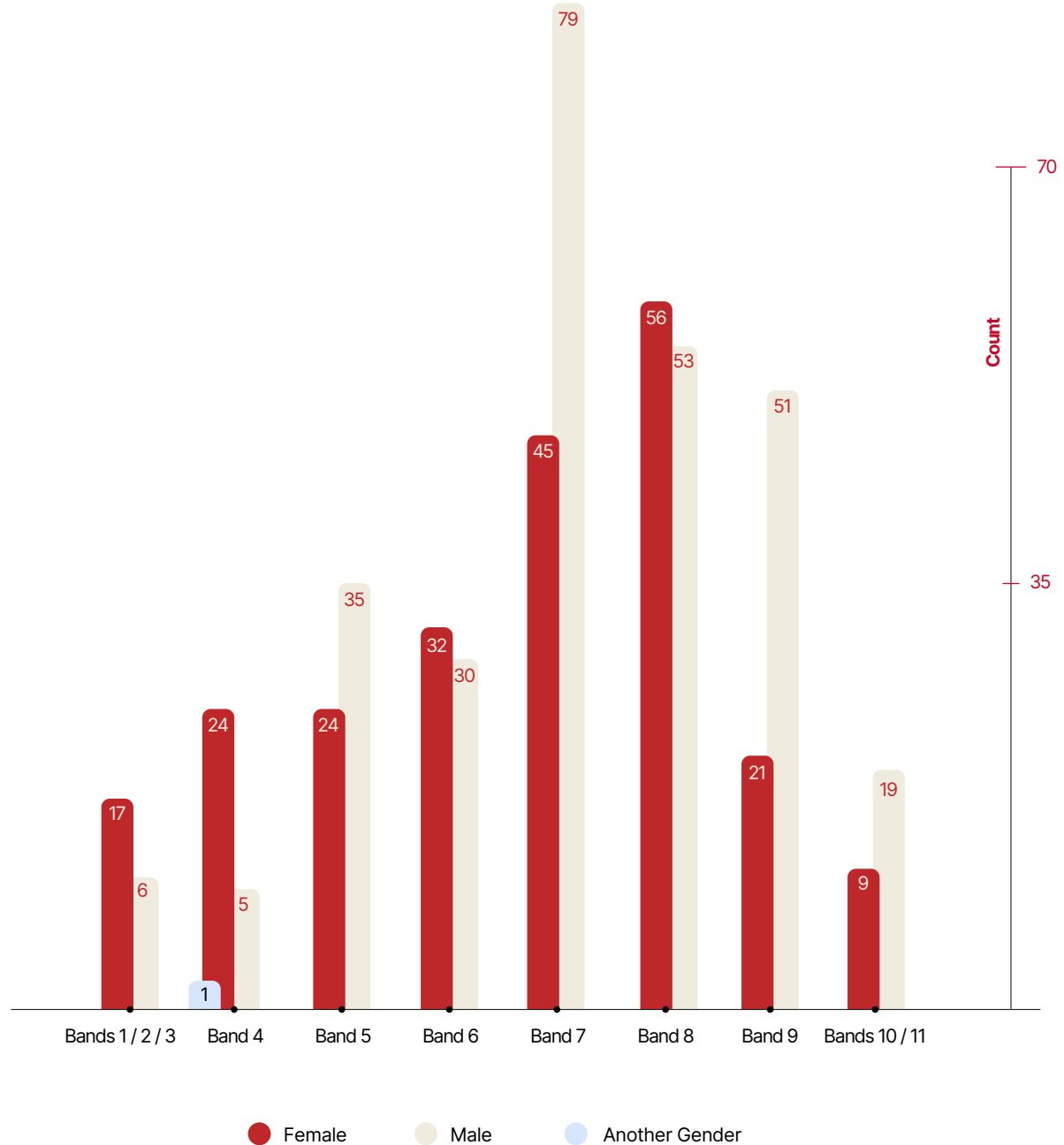
Gender and Age Distribution



● Female
 ● Male
 ● Prefer not to say
 ● Another Gender

Gender and Band Distribution

Our historical gender pay gap has been driven by under-representation of women in higher paid roles. Since 2017 we focused on progressing careers of women and increasing representation in both leadership and higher banded roles. In the past earth sciences was a male dominated profession, over time this trend is changing and has lowered our gender pay gap.



Our ethnic pay gap by ethnic group

A positive number means that ethnicity group is paid less than non-ethnicity group on average. Note: Gaps are only reported where there are at least 20 employees in each group to protect individuals.

-3.66%

European vs non-European

7.90%

Asian vs non-Asian

<20 employees

MELAA vs non-MELAA

9.15%

Maori vs non-Maori

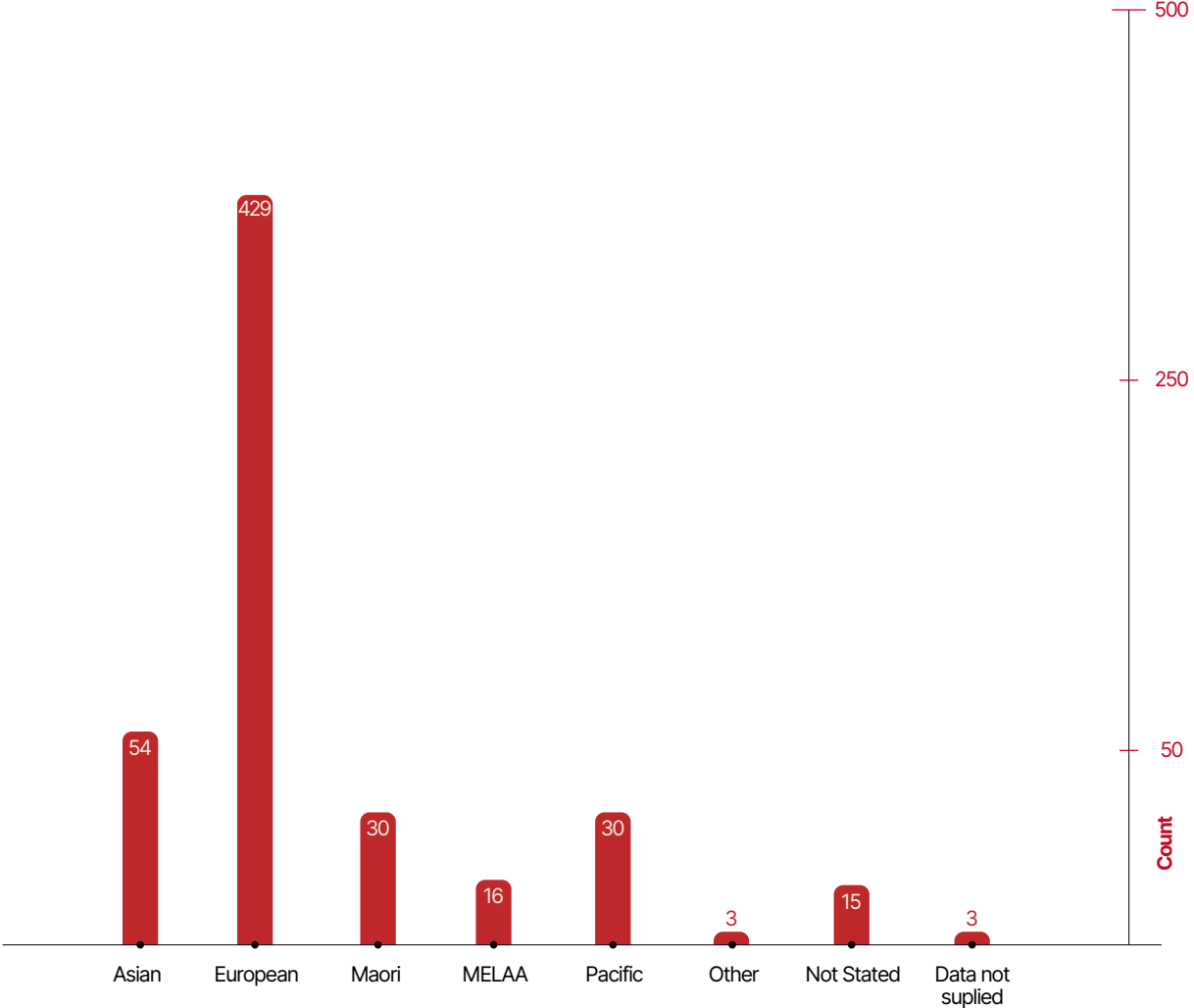
<20 employees

Pacific vs. non-Pacific

-1.63%

Other vs non-Other

Ethnicity Distribution



Kia Toipoto working group plan

Kia Toipoto working group will continue to meet quarterly

- Quarter 1 review and confirm working group membership and Terms of Reference. Set work plan for the year. Review end of year gender and ethnicity data.
- Quarter 2 check in on progress of working group tasks. Identify any new actions for the following year and liaise with Kia Toipoto sponsor.
- Quarter 3 check in on progress and draft progress report for current year to take to Kia Toipoto sponsor.
- Quarter 4 finalise progress report and action plan.

Progress and actions

In preparation for Kia Toipoto in 2022/23 we carried out an organisation wide drive to gather ethnicity data in the newly implemented Enterprise Resource Planning System (ERP) Workday, enabling us to analyse and monitor the ethnicity pay gaps.

During 2023/24 the Kia Toipoto working group (KTWG) have met to review current data, understand the Kia Toipoto requirements, and create an Action Plan aligned to the six focus areas of Kia Toipoto.

GNS and the Public Service Association (PSA) have formed a working group that is looking at the following:

- how starting salaries will be set in the finalised remuneration system. The Rem System working group will also identify a recommendation to ensure equity / relativity for new staff who commence employment between 1 April and 30 June
- A finalised remuneration system that has improved transparency and clarity around remuneration processes at GNS

A remuneration system that minimises or eliminates any potential vulnerabilities to bias or discrimination, especially in relation to gender and ethnicity.



New Initiatives

Kia Toipoto Goals		Timeframe
1. Transparency	Reporting: Noting requirements to not report on groups too small where privacy may be impacted.	24/25
	<ul style="list-style-type: none"> Gender and ethnic pay gap reported 6 monthly (pre and post annual remuneration round) internally on intranet and in Abstract and externally via our website. Reporting gender pay gap by band and career pathway. 	24/25
	<ul style="list-style-type: none"> Post remuneration review and promotion round reporting to break down gender and ethnicity adjustments. 	24/25
	<ul style="list-style-type: none"> Report on annual promotions. 	24/25
	<ul style="list-style-type: none"> Extend reporting on gender make up of leadership to incorporate ethnicity and identify ethnicity targets in leadership space 	24/25
	<ul style="list-style-type: none"> Include remuneration ranges on domestic job adverts and remove question asking applicants for salary expectations when applying for a role with GNS. 	24/25
	<ul style="list-style-type: none"> Kia Toipoto working group meet quarterly – communicating work to wider organisation via Abstract. 	24/25
	<ul style="list-style-type: none"> Update to our people on current three-year remuneration strategy which is in its final year. 	24/25
	<ul style="list-style-type: none"> Explore utilising Workday for recruiting internal leadership roles (including team, programme, project, and workstream roles, rather than EOI to capture data) 	Future Opportunities identified
2. Equitable pay outcomes	Kia Toipoto working group investigate to see how we attract more diverse applications for internal leadership roles, aligning with Kia Toipoto goals (as above) (SURVEY)	Future Opportunities identified
3. Leadership and representation	Kai Toipoto Working Group to investigate and understand what barriers there may be to getting more diverse applications for internal leadership roles (SURVEY)	Future Opportunities identified
	Kia Toipoto Working Group with Organisational Development and Learning Development Business Partners to identify training and resources for hiring managers. Revise what is available and make any recommendations for further resources (including interview skills, EDI lens in recruitment etc)	
4. Effective career and leadership development	Kia Toipoto working group to investigate and understand staff perspective on what works well, what could be different and what barriers exist regarding career progression. (SURVEY)	Future Opportunities identified
	Kia Toipoto working group to monitor the GNS review of organisational values from a Kia Toipoto viewpoint	
	Kia Toipoto working group to work with the Research Office to understand what data is collected on bidding intention forms. Aim to understand profile of staff who apply for funding vs profile of staff who are successful. Aim to understand gender, age, and ethnicity profile of applicants and success bids.	
5. Eliminating all forms of bias and discrimination	Kia Toipoto working group engage with the Communications Manager to map an annual communications plan to staff promoting and expanding the employee led groups / networks within GNS	Future Opportunities identified
	Kia Toipoto working group to engage with staff to understand the experience of staff new to New Zealand and engaging with processes within GNS (SURVEY)	Future Opportunities identified
6. Flexible work by default	Kia Toipoto working group to investigate and understand staff perspective on flexible work arrangements. What works well, what could be different, what barriers exist. (SURVEY)	Future Opportunities identified
	Update the Flexible Work Arrangement guideline to reflect the Public Service Commissions Flexible by default guidelines	

Continued areas of focus

Kia Toipoto Goals		Status
1. Transparency	Reporting: Noting requirements to not report on groups too small where privacy may be impacted.	
	<ul style="list-style-type: none"> Report quarterly to ELT on number of recruitment panel members undertaking unconscious bias training (in line with KPMG recommendation). Report on number of positions appointed where the entire panel had completed unconscious bias training. 	Continue
	<ul style="list-style-type: none"> GNS remuneration bands published annually on the intranet. 	Continue
	<ul style="list-style-type: none"> Remuneration ranges included on international job adverts. 	Continue
2. Equitable pay outcomes	Two tier moderation system implemented to ensure performance and behaviour ratings are applied equitably across all staff	Continue
3. Leadership and representation		
4. Effective career and leadership development	GNS implemented Tūhono – a Leadership development programme accessible to all in 2021 Note this is currently under review In 2023 GNS implemented a mentoring framework accessible to all	Continue
5. Eliminating all forms of bias and discrimination	Unconscious bias training and refresher training for all hiring managers and panel members (2 yearly)	Continue
	All job adverts put through gender decoder, Broadbean is the new system with capability to suggest improved wording of adverts and further reduce gender bias of wording. Broadbean also recommends websites to advertise, including sites where more female applicants interact with the job site.	Continue
	Neurodiversity Awareness training available for all	Continue
	Toward a Rainbow Inclusive Workplace workshops available for all	Continue
6. Flexible work by default	Update the Flexible Work Arrangement guideline to reflect the Public Service Commissions Flexible by default guidelines	Continue