22/10/2026

WGEA Reporting Industry Benchmark Report

Employer:	Goulburn Valley Family Care Inc
ABN:	99572820584
Program:	2025 - 26 Gender Equality Reporting
Number of employees:	176
Comparison Group	
Industry name:	8790 - Other Social Assistance Services
Employee range:	<250

About this report

- This Industry Benchmark Report is a comparative summary from your 2025-26 submission to the Workplace Gender Equality Agency's (WGEA) annual Gender Equality Reporting.
- The Comparison Group is generated by a combination of the Australian and New Zealand Standard Industrial Classification (ANZSIC) industry class and similar sized employers. ANZSIC is the national framework for classifying industries according to the primary activities of employers.
- If there are fewer than 5 employers in your ANZSIC class, your Comparison Group comprises similar sized employers in your Industry division.
- It is helpful to read this report in conjunction with your 2025-26 WGEA Executive Summary, which details your performance against each Gender Equality Indicator (GEI).

Your obligations

Under the *Workplace Gender Equality Act 2012* and associated Legislative Instruments:

- This report, along with the WGEA Executive Summary of your organisation's performance, must be shared with your governing body, e.g., your board, as soon as practicable.
- From 2026, employers who directly employ 500 or more employees must:
  - have a policy or strategy covering each of the 6 GEIs.
  - select and commit to achieve 3 gender equality targets. At the end of 3 years, employers need to meet or demonstrate improvement against each target selected. WGEA will use the employer's 2024-25 results as the baseline year to assess whether an employer has met or demonstrated improvement against each of their targets.

How to use this report

This Industry Benchmark Report provides a snapshot of your performance on workforce composition, the gender pay gap, parental leave and targeted actions your organisation is taking on gender equality compared to your Comparison Group. It enables you to:

- identify priorities for action, as part of your organisation's gender equality strategy, and
- monitor your progress on workplace gender equality, relative to comparable employers.

You can also **compare your performance with your Industry or other employers**, such as specific industry peers, using WGEA's Data Explorer on the WGEA website or WGEA's annual Gender Equality Scorecard. The 2025-26 gender equality census national, industry and employer results will be released in late 2026.

Gender pay gap

What is the gender pay gap?

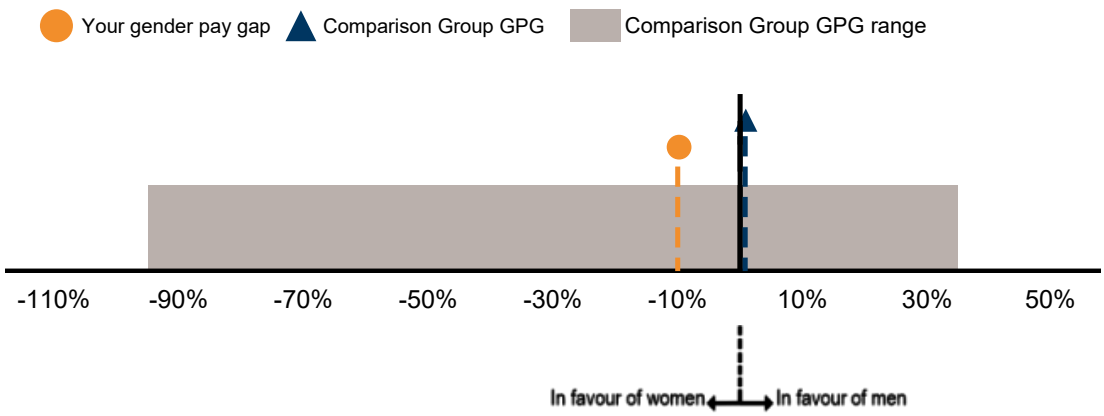
The gender pay gap is the difference in average or median earnings between women and men in the workforce. It is not to be confused with people being paid the same for the same, or comparable, job – this is equal pay.

The gender pay gap is a useful proxy for measuring and tracking gender equality across a nation, in an industry or within an employer. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

Your gender pay gap compared to other employers

Your average total remuneration gender pay gap is **-9.8%** and the mid-point of all employer gender pay gaps in the Comparison Group is **0.9%**. This is represented in the chart and table below, along with the range of all employer gender pay gaps in your Comparison Group.

A positive percentage indicates men are paid more than women. A negative percentage indicates women are paid more than men.



	Your organisation	Comparison Group
Average total remuneration	-9.8%	0.9%
Median total remuneration	-10.1%	0.0%
Average base salary	-9.8%	0.6%
Median base salary	-9.7%	0.0%

Note: Part-time/casuals/part-year employees are annualised to full-time equivalent. Employees who did not receive any payment during the reporting period are excluded.

Gender pay gap by occupational group, over time

The chart below shows:

- your average total remuneration gender pay gap for manager category and non-manager occupations over the last 3 years;
- how your gender pay gap compares with the mid-point employer gender pay gap in the Comparison Group, for those categories/occupations; and
- the mid-point employer gender pay gap for your Comparison Group in the most recent year.

The aspiration is to remove the gender pay gap in favour of men or women, so for the purposes of this table, a gender pay gap closer to zero is considered better.

Green boxes indicate your gender pay gap is equal to or better than the mid-point employer gender pay gap for the Comparison Group. Red boxes indicate your gender pay gap is worse than the mid-point employer gender pay gap for the Comparison Group.

Indicates your GPG is further from zero than the mid-point employer GPG for the comparison group.	Indicates your GPG is equal or closer to zero than the mid-point employer GPG for the comparison group.

Managers

Roles	2023 - 24	2024 - 25	2025 - 26	Comparison Group GPG for 2025 - 26
All managers	0.2%	4.6%	-6.3%	4.4 %
CEO/HOB/KMPs	8.3%	10.6%	NP	0 %
Other executives/General managers	NP	2.5%		
Senior managers	NP	3.2%	3.0%	2 %
Other managers	-1.5%	0.3%		

Non-managers

Roles	2023 - 24	2024 - 25	2025 - 26	Comparison Group GPG for 2025 - 26
All non-managers	-3.1%	-14.2%	-10.7%	-0.4 %
Professionals	NP	-1.4%	NP	-0.8 %
Community and personal service	-4.6%	-12.0%	-12.4%	0.1 %
Clerical and administrative	-87.2%	-82.7%	-1.2%	0.4 %

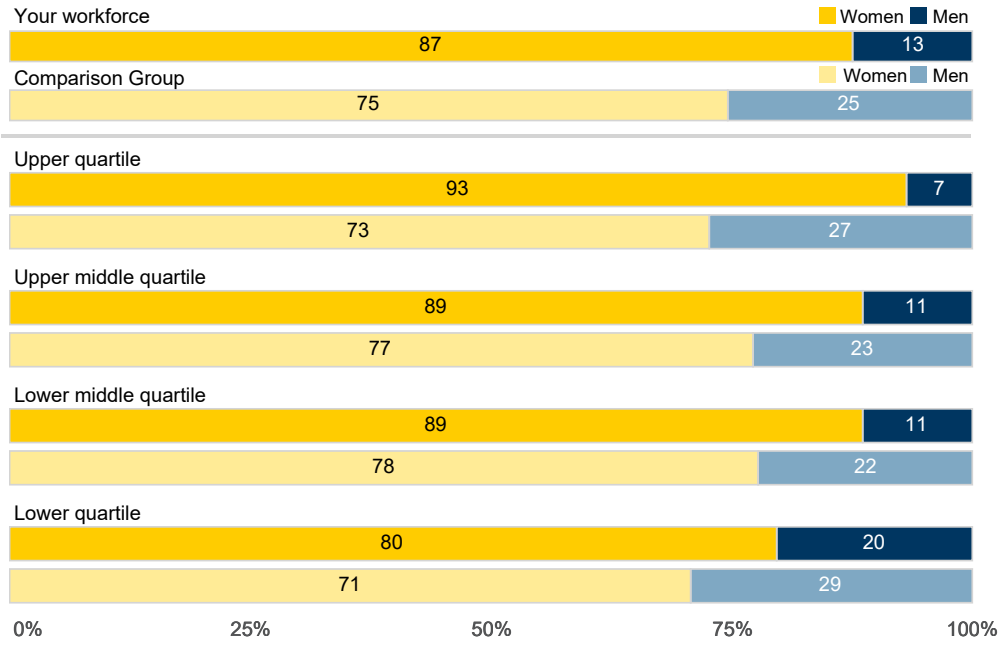
Note:

- Blank squares are displayed when no employees were reported in that role for the reporting year.
- NP indicates that data is not publishable for confidentially reasons or only one gender is represented in the role.
- CEO and HOB remuneration are included in the Key management personnel and All managers categories.

Gender composition by pay quartile

The chart below divides your workforce into four equal quartiles of employees by total remuneration full-time equivalent pay. The number in each pay quartile represents the proportion of employees of each gender. Your workforce is shown in the top bar, with darker shading. The gender composition of all employees in your Comparison Group for each quartile is shown in the second bar with lighter shading.

A disproportionate concentration of men in the upper quartiles and/or women in the lower quartiles can drive a positive gender pay gap.



Note: Total remuneration for part-time/casual/part-year employees is converted to annualised, full-time equivalent amounts.

Gender equality indicators

WGEA collects data on 6 GEIs to support employers to assess and drive gender equality in their workplaces. The GEIs represent the key areas where workplace gender inequality persists and where progress towards gender equality can be achieved through focussed action.

The data in this section of the report makes comparisons for GEI 1 – Workforce composition, GEI 2 – Gender balance of governing bodies, GEI 4 where it relates to parental leave and targeted actions your organisation is taking on gender equality across all GEIs. The data on these GEIs for your organisation compared to employers in your Comparison Group is selected because of the significant effect these GEIs have on the gender pay gap.

Workforce composition

Gender segregation remains persistent in Australia, by industry, occupation and management category. This disparity can be a key driver of your gender pay gap.

Gender composition by role

The following table shows the proportion of women and men in your workforce by manager/non-manager role compared with all employees in your Comparison Group.

	Your workforce		Comparison Group	
	Women	Men	Women	Male
CEO/HOB/KMPs	100%	0%	65%	35%
All managers	87%	13%	73%	27%
All non-managers	88%	13%	75%	25%

Note: CEO = Chief Executive Officer, HOB = Head of Business, KMP = Key Management Personnel

Workforce gender composition by employment status

Part-time and casual roles are often lower paid. An imbalance in the composition of employees in these roles can be a significant driver of the gender pay gap.

The following table shows the proportion of women and men who work full-time, part-time and casually in your organisation compared with all employees in your Comparison Group.

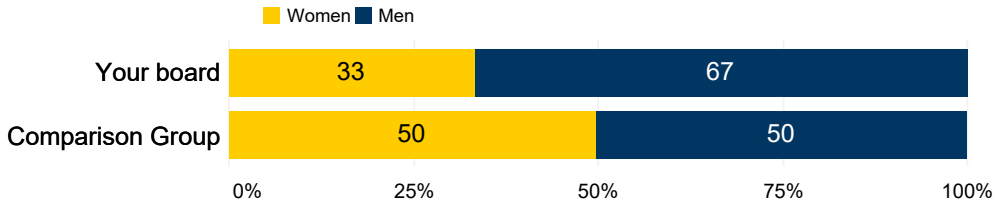
	Your workforce				Comparison Group			
	Women manager	Men manager	Women non-manager	Men non-manager	Women manager	Men manager	Women non-manager	Men non-manager
Full-time	92%	50%	48%	75%	78%	91%	28%	28%
Part-time	8%	50%	45%	10%	21%	8%	38%	35%
Casual	0%	0%	7%	15%	1%	2%	34%	37%

Gender composition of the governing body

A more balanced gender composition of a governing body has been shown to have broader effects on workplace gender equality outcomes and improved company performance.

The following chart shows the gender split of all members of your governing body (Chair and Members) compared to your Comparison Group.

Gender composition of governing body



Parental leave policies

When employee benefits are accessible and utilised equally by men and women, it leads to a more gender-equal workplace culture, increased productivity, reduced absenteeism, and increased retention.

More gender equal uptake of parental leave can also reduce your gender pay gap.

Comparative paid parental leave policies

The following table shows the details of your parental leave policy against those of your Comparison Group. It shows the proportion of employers in your Comparison Group offering employer-funded parental leave and paying superannuation on it, as well as the mid-point for employers of weeks of paid parental leave offered.

Policy area	Your organisation	Comparison Group
Offer paid parental leave	Y	46%
Highest entitlement for number of weeks offered	10.0	11.0
Superannuation paid on paid parental leave	Y	88%

Uptake of parental leave

The following table shows the uptake of primary carer's leave (including parental leave offered to all genders without using the primary/secondary definition) by women and men in your organisation, compared to the mid-point for employers of women and men taking this leave in your Comparison Group.

	Your organisation		Comparison Group	
	Women	**Men**	**Women**	**Men**
Primary carer's leave	100%	0%	100%	0%

Actions taken

Employers that take action to improve workplace gender equality are often more profitable and productive.

The following table shows what actions your organisation is taking compared to the proportion of employers in your Comparison Group also taking this action.

	Your organisation	**Comparison Group**
Set targets to address gender equality in the workplace	N	22%
Analysed pay roll to determine if there are any remuneration gaps between women and men (e.g., conducted a by-level or gender pay gap analysis)	N	43%
Collect data on sexual harassment in your workplace	N	78%
Report on sexual harassment to the governing body and management	Y	83%

Key terms and definitions:

Average gender pay gap: is the difference in average earnings between women and men in the workforce. The average is calculated by adding up a list of employees' wages and dividing by the number of employees.

Base salary: is an employee's regular salary excluding superannuation, overtime, bonuses and other additional payments.

Comparison group gender pay gap: is the mid-point after sorting the average/median base salary/total remuneration gender pay gaps of employers in the comparison group from lowest to highest. If the number of employers is an even number, the mid-point is the average of the two middle values.

Median gender pay gap: is the difference between the median of what a man is paid and the median of what a woman is paid in an organisation. The median is found by lining up the pay of every man in the business in order of smallest to largest and finding the mid-point. The same is done for the pay of women in that business.

Total remuneration: includes all remuneration for an employee, including base salary, superannuation, overtime, bonuses and other additional payments.