



VICTORIA POLICE

EQUAL,
SAFE &
STRONG

Victoria Police
Gender Equality
Action Plan 2022-2024:
Supplementary data report

The state of gender equality in Victoria Police

EQUAL, SAFE & STRONG

The *Equal, Safe & Strong Victoria Police Gender Equality Action Plan 2022–2024* (the action plan) is the first action plan to implement the *Equal, Safe & Strong Victoria Police Gender Equality Strategy 2020–2030* (the strategy).

The Equal, Safe & Strong strategy demonstrates Victoria Police's commitment to achieving sustainable gender equality within our workforce by 2030, for the benefit of our people and the community.

To read *Equal, Safe & Strong Victoria Police Gender Equality Strategy 2020-2030 and Equal, Safe & Strong Victoria Police Gender Equality Action Plan 2022-2024* visit police.vic.gov.au

Consistent with the *Gender Equality Act* relevant information is available at genderequalitycommission.vic.gov.au

Acknowledgement statement

Acknowledgement of country

Victoria Police respectfully acknowledges the Traditional Owners of the country throughout Victoria. We pay our respects to Elders, past, present and emerging and continue to recognise and embrace the fact that Aboriginal People are connected to the oldest, continuous history.

Aboriginal acknowledgement

Victoria Police proudly acknowledges Victorian Aboriginal people as the first peoples and Traditional Owners, Custodians and caretakers of the land and water on which we rely. We acknowledge and respect that Aboriginal communities are steeped in traditions and customs built on incredibly disciplined social and cultural obligations. These social and cultural obligations have sustained up to 65,000 years of existence.

We acknowledge the ongoing leadership role of our Aboriginal employees and the Aboriginal community on gender equality. In the spirit of self-determination, Victoria Police acknowledges our First Peoples; Aboriginal Victorians who are best placed to determine a culturally appropriate path to gender equality in their workplaces and communities.

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Introduction

This supplementary data report includes data collected in the Workplace Gender Audit and the 2021 People Matter Survey. All data presented in this report excludes personal and potentially identifying information.

The results show where Victoria Police can improve its results against the workplace gender equality indicators and this information informed the development of the *Equal, Safe & Strong Victoria Police Gender Equality Action Plan 2022-2024*.

The action plan was developed using data from three distinct employee types so that actions could be specifically targeted and outcomes specifically measured for each employee type.

This report has two main sections. Both sections display the same information represented in two different ways. The first section shows the data in a visual and graphical format to illustrate key findings. The second section sets out detailed raw data in tabular form.

Data sources

Workplace Gender Audit

Victoria Police conducted a Workplace Gender Audit on its three distinct employee types: police officers, Victorian public service employees (VPS) and protective services officers (PSOs). This painted a picture of the current state of gender equality in Victoria Police as at 30 June 2021. The audit assessed the organisation according to the seven indicators outlined in the Act. The data was submitted to the Commission for Gender Equality in the Public Sector on 1 December 2021.

For more information on the workplace gender audit visit genderequalitycommission.vic.gov.au

People Matter Survey

Victoria Police strengthened its understanding of the current opportunities and obstacles by reviewing its 2021 People Matter Survey results and identifying data that related to the seven gender equality indicators: gender composition; workplace sexual harassment; recruitment and promotion; leave and flexibility; and gendered work segregation. The People Matter Survey is coordinated by the Victorian Public Sector Commission and is a valuable tool to monitor changes in culture and employee engagement. In 2021, 6889 Victoria Police employees (31 per cent of eligible employees) completed the survey.

For more information about the People Matter Survey visit vpsc.vic.gov.au/peplemattersurvey

Data explanatory notes

Workplace Gender Audit data presented is only based on police officers, Victorian Public Service (VPS) employees and Protective Services Officers (PSOs). To avoid risk of identification due to cohort size, data from Medical Officers (MO) and Forensic Officers (FO) has not been included in this report.

Key terms

Term	Explanation
ANZSCO	The Australian and New Zealand Standard Classification of Occupations (ANZSCO) structure is established and maintained by the Australian Bureau of Statistics. The structure is used by the Australian Bureau of Statistics to produce labour market statistics by occupation.
All genders	People Matter Survey descriptor which includes woman, man and self-described data.
Police Officers	Includes the ranks of Recruit, Constable/Reservist, Senior Constable, Sergeant, Senior Sergeant, Inspector, Superintendent, Commander, Assistant Commissioner, Deputy Commissioner and Chief Commissioner.
Protective Services Officers	Includes the ranks of PSO, PSO First Class, PSO Senior, PSO Sergeant, PSO Senior Sergeant.
Victorian Public Service (VPS) employees	Includes all graded classifications for Victorian Public Service and Police Custody Officer employees.

Data visualisation

This section of the document provides data visualisations and graphs based on the seven workplace gender equality indicators.

Indicator 1: Gender composition at all levels of the workforce

Police Officers

Overall composition



Victoria Public Service employees

Overall composition

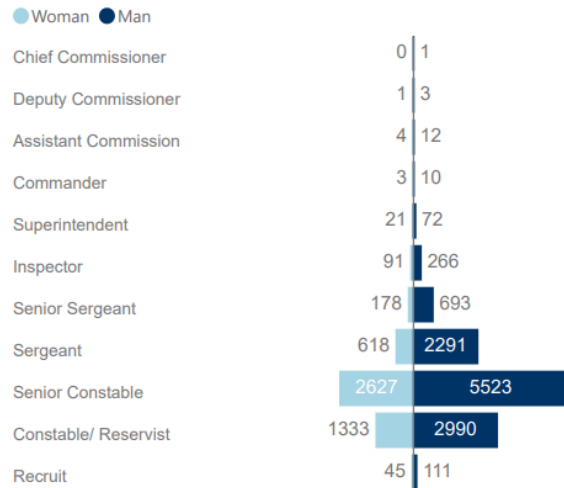


Protective Services Officers

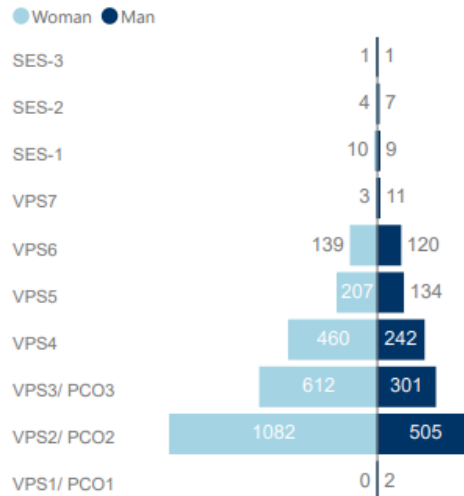
Overall composition



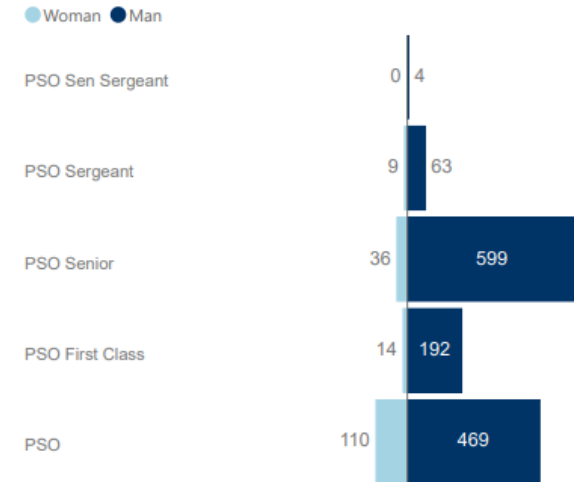
Gender composition by ranks



Gender composition by ranks

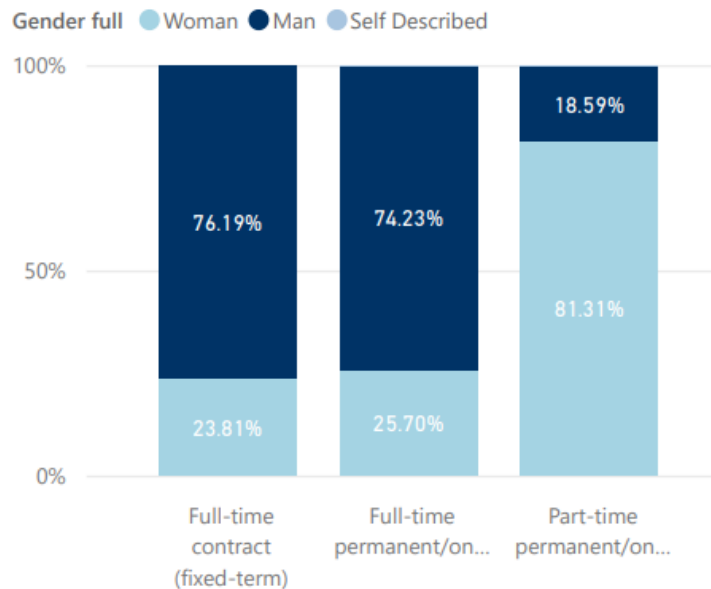


Gender composition by ranks



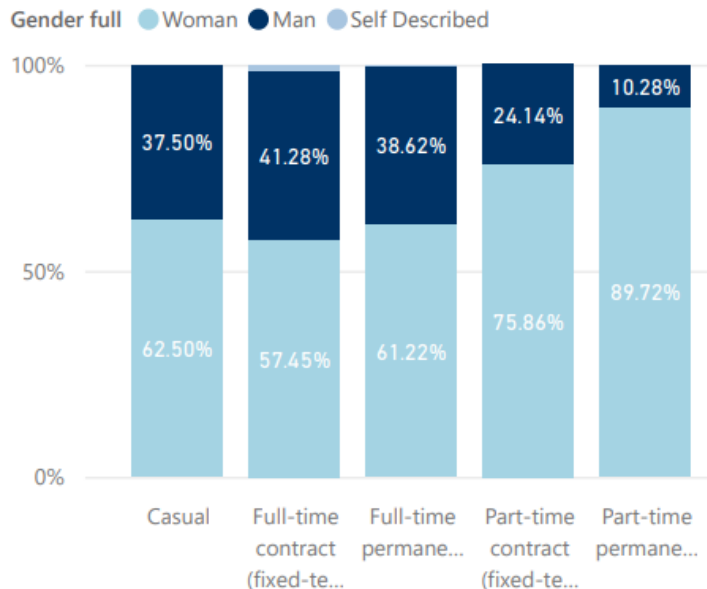
Police Officers

Gender composition by employment basis



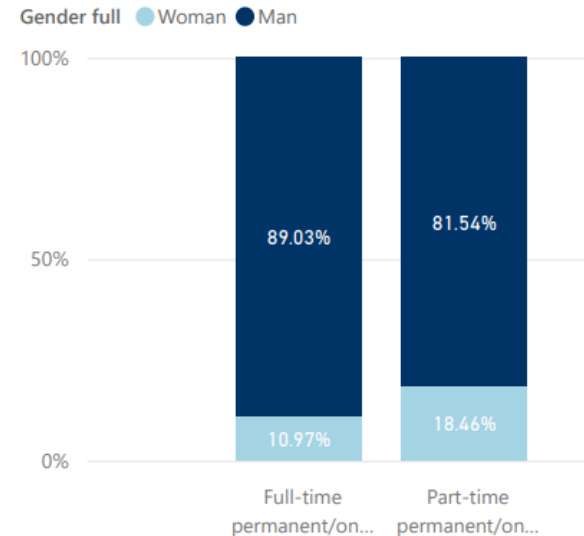
Victoria Public Service employees

Gender composition by employment basis



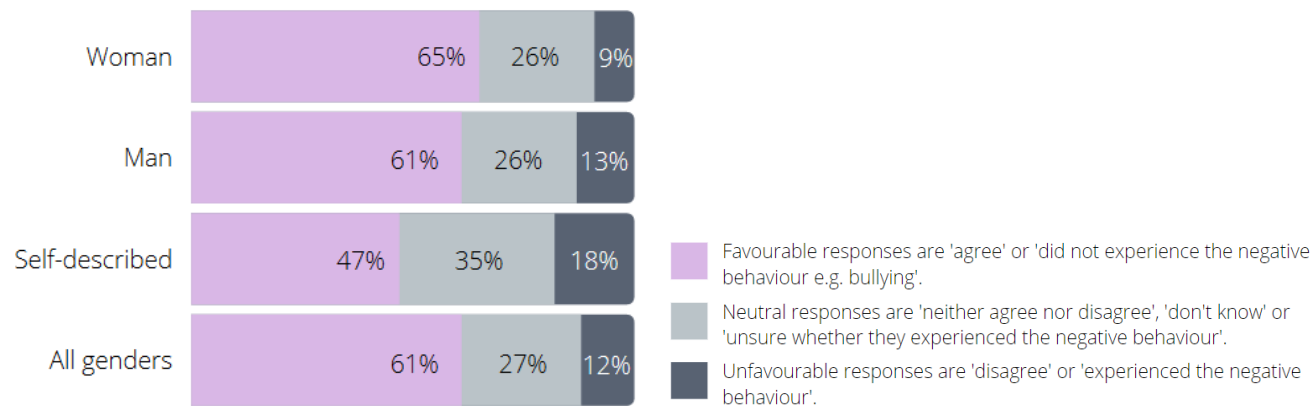
Protective Services Officers

Gender composition by employment basis



All employees

Percentage of survey respondents who agreed with the following statement, by gender:
There is a positive culture within my organisation in relation to employees of different sexes/genders

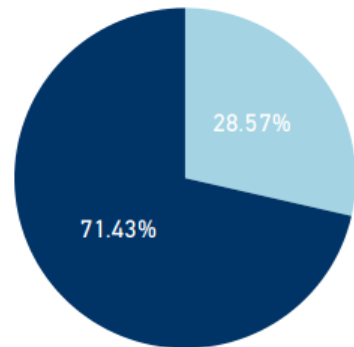


Indicator 2: Gender composition of the governing body

'Governing body' in Victoria Police includes Executive Command (Chief Commissioner, Deputy Commissioner and Deputy Secretaries)

Governing body gender composition

Gender full ● Woman ● Man



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Indicator 3: Gender pay equity

Police Officers

Base salary pay gap by ranks

Employee Level	Pay Gap
Superintendent	6.5%
Inspector	2.7%
Senior Sergeant	1.2%
Sergeant	1.5%
Senior Constable	0.6%
Constable/ Reservist	0.4%
Recruit	0.0%
Total	3.8%

Victoria Public Service employees

Base salary pay gap by ranks

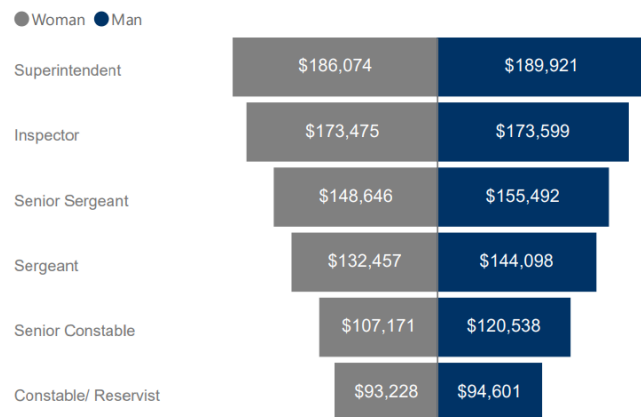
Employee Level	Pay Gap
VPS7	9.1%
VPS6	3.7%
VPS5	1.2%
VPS4	-0.3%
VPS3/ PCO3	1.0%
VPS2/ PCO2	-4.0%
VPS1/ PCO1	0.0%
Total	5.5%

Protective Services Officers

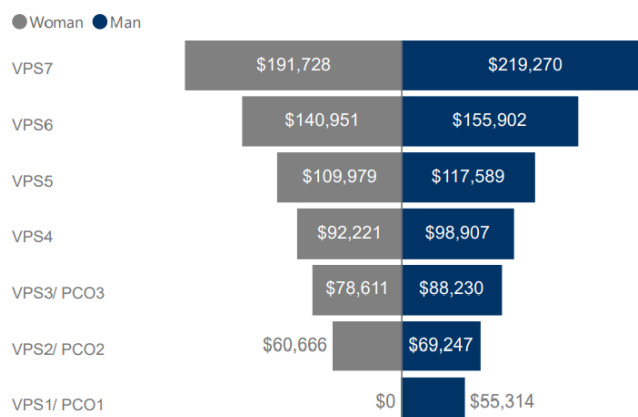
Base salary pay gap by ranks

Employee Level	Pay Gap
PSO Sen Sergeant	0.0%
PSO Sergeant	0.1%
PSO Senior	0.1%
PSO First Class	0.8%
PSO	0.4%
Total	3.1%

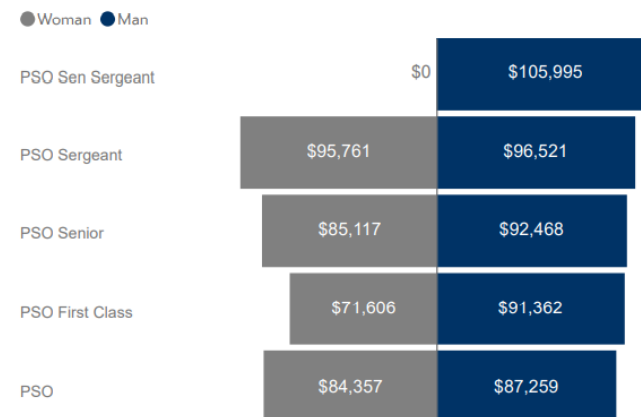
Average total remuneration by ranks and genders



Average total remuneration by ranks and genders



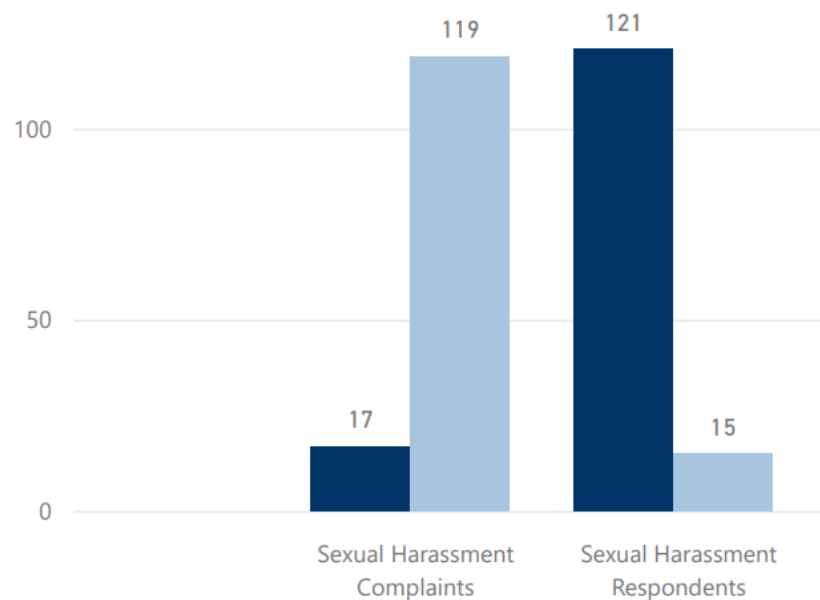
Average total remuneration by ranks and genders



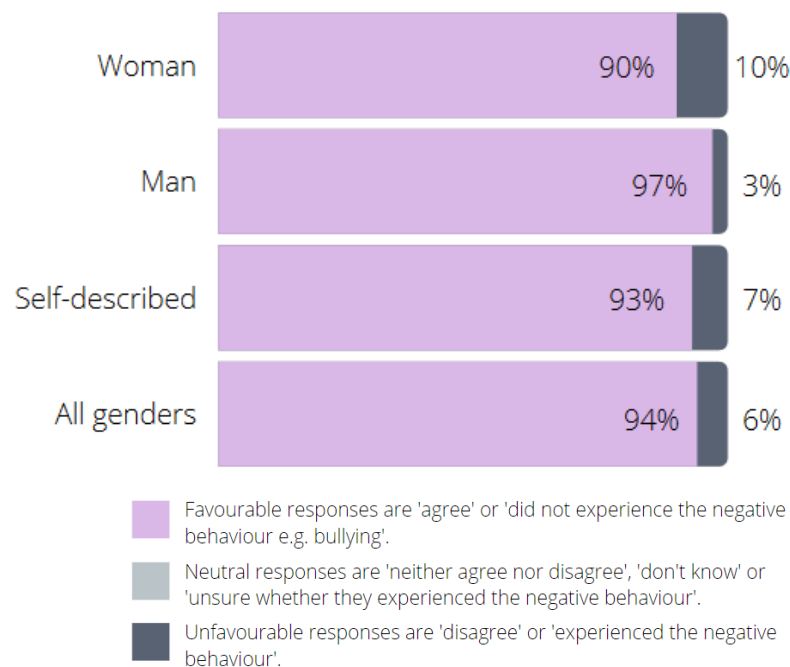
Indicator 4: Workplace sexual harassment
All employees

Sexual harassment complaints by gender

Gender ● Men ● Women

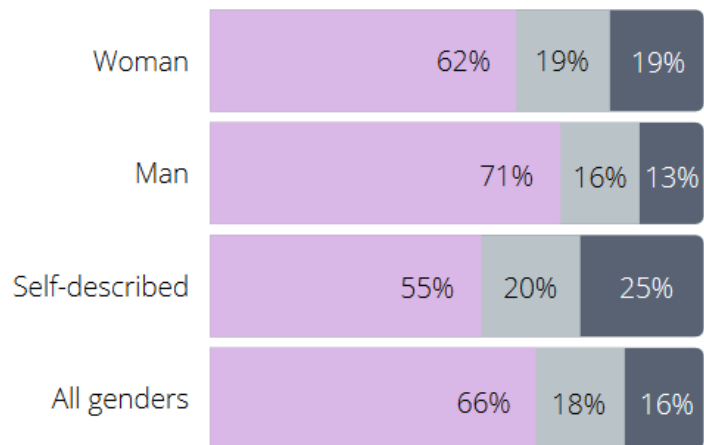


Percentage of People Matter Survey respondents in Victoria Police who reportedly experienced sexual harassment in the last twelve months, by gender:

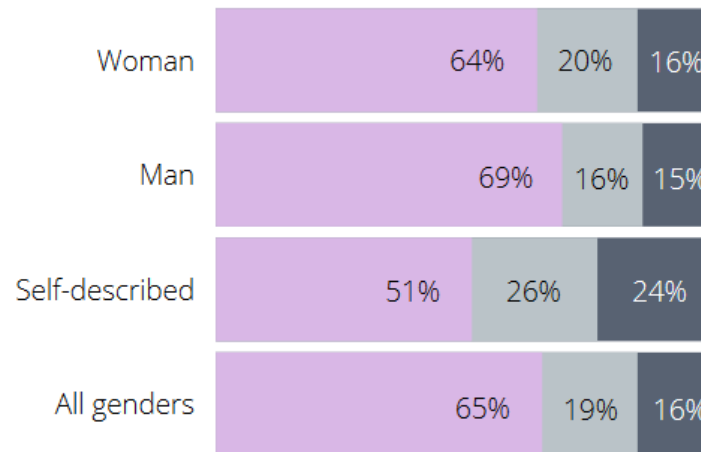


All employees

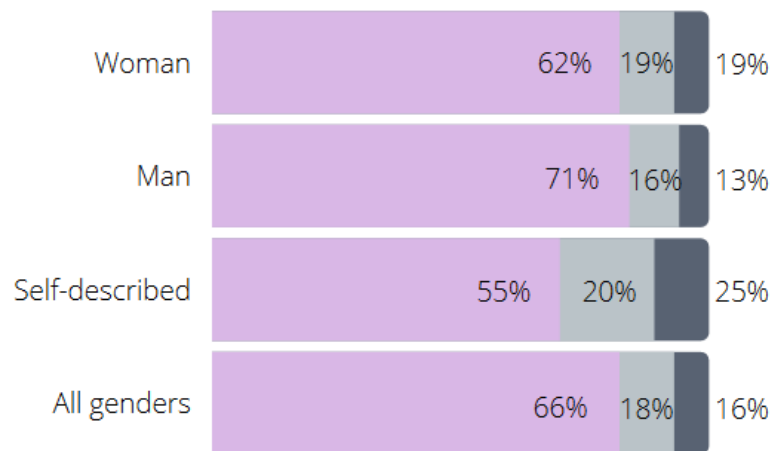
I feel safe to challenge inappropriate behaviour at work



My organisation takes steps to eliminate bullying, harassment and discrimination



My organisation encourages respectful workplace behaviours

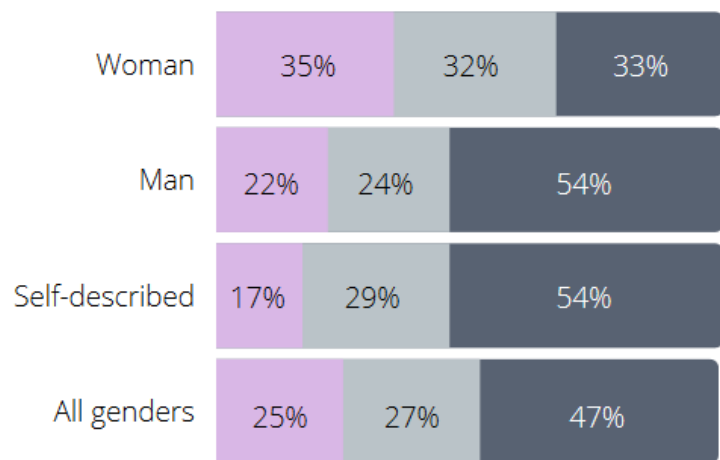


- Favourable responses are 'agree' or 'did not experience the negative behaviour e.g. bullying'.
- Neutral responses are 'neither agree nor disagree', 'don't know' or 'unsure whether they experienced the negative behaviour'.
- Unfavourable responses are 'disagree' or 'experienced the negative behaviour'.

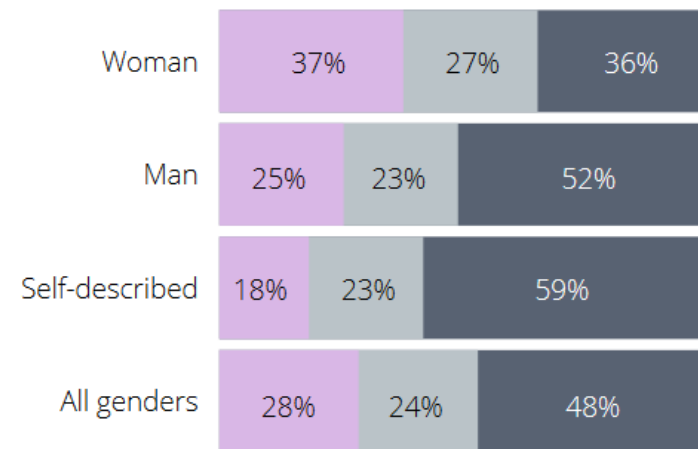
Indicator 5: Recruitment and promotion

All employees

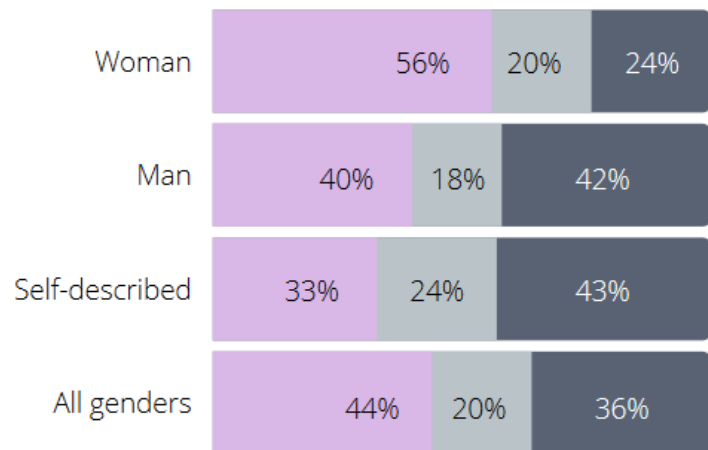
My organisation makes fair recruitment and promotion decisions, based on merit



I feel I have an equal chance at promotion in my organisation



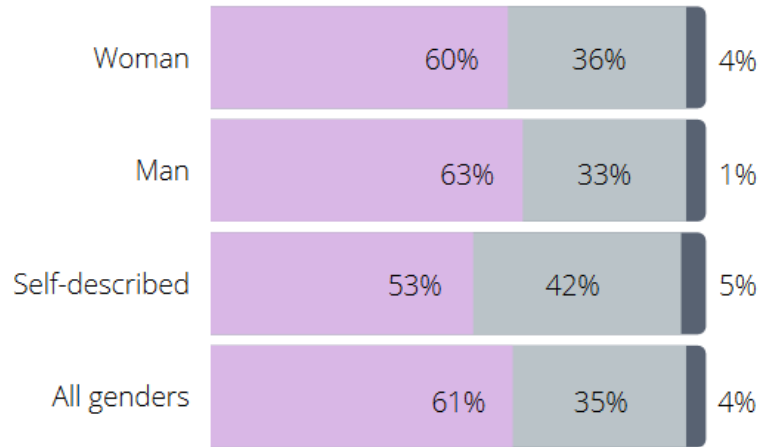
Gender is not a barrier to success in my organisation



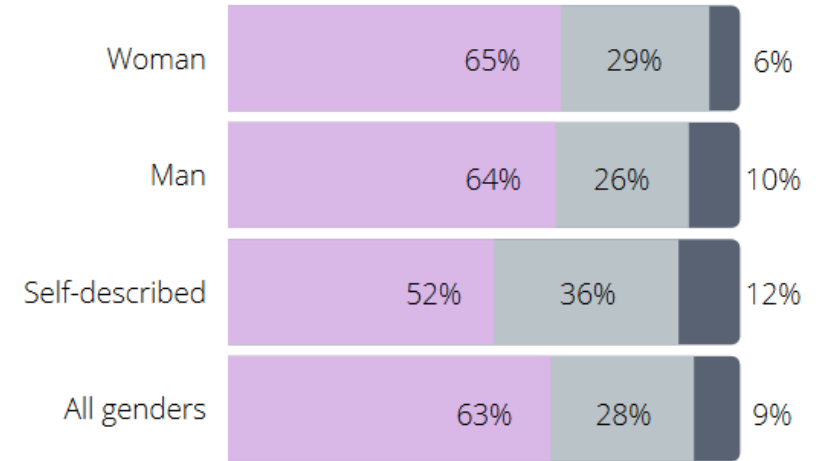
- Favourable responses are 'agree' or 'did not experience the negative behaviour e.g. bullying'.
- Neutral responses are 'neither agree nor disagree', 'don't know' or 'unsure whether they experienced the negative behaviour'.
- Unfavourable responses are 'disagree' or 'experienced the negative behaviour'.

All employees

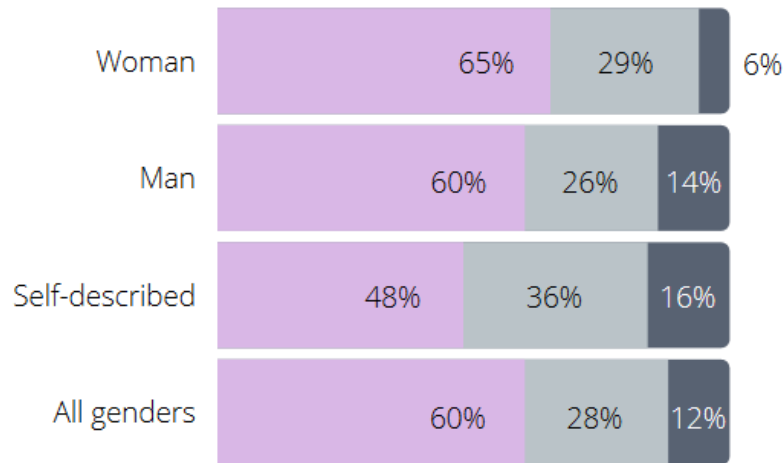
Being Aboriginal and/or Torres Strait Islander is not a barrier to success in my organisation



Cultural background is not a barrier to success in my organisation



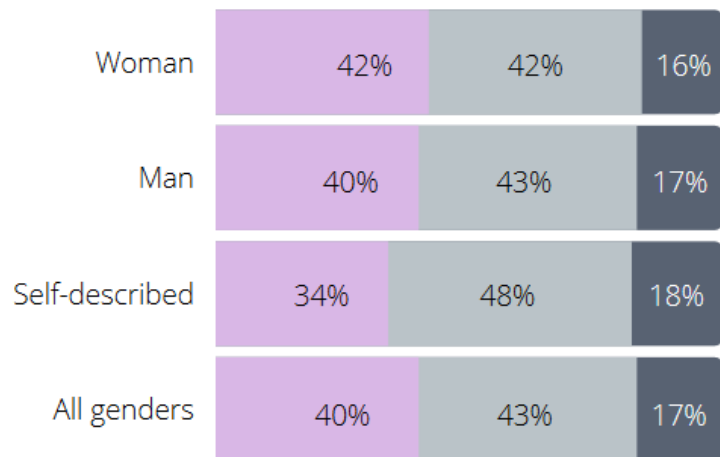
Sexual orientation is not a barrier to success in my organisation



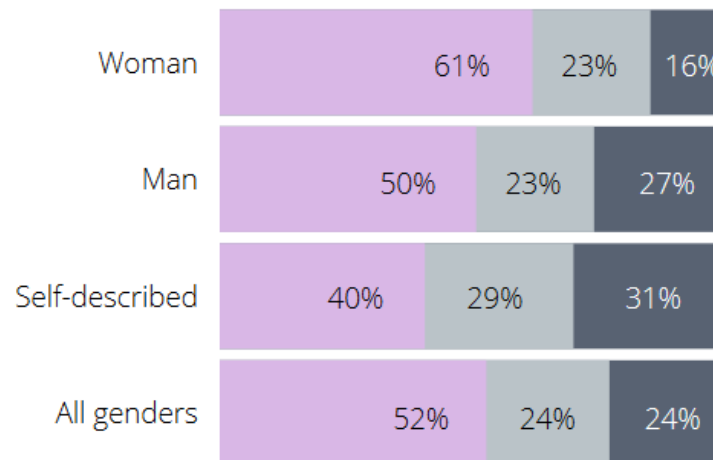
- Favourable responses are 'agree' or 'did not experience the negative behaviour e.g. bullying'.
- Neutral responses are 'neither agree nor disagree', 'don't know' or 'unsure whether they experienced the negative behaviour'.
- Unfavourable responses are 'disagree' or 'experienced the negative behaviour'.

All employees

Disability is not a barrier to success in my organisation



Age is not a barrier to success in my organisation

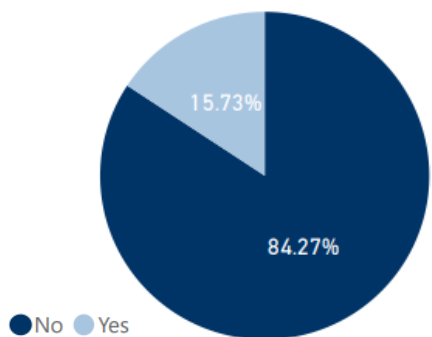


- Favourable responses are 'agree' or 'did not experience the negative behaviour e.g. bullying'.
- Neutral responses are 'neither agree nor disagree', 'don't know' or 'unsure whether they experienced the negative behaviour'.
- Unfavourable responses are 'disagree' or 'experienced the negative behaviour'.

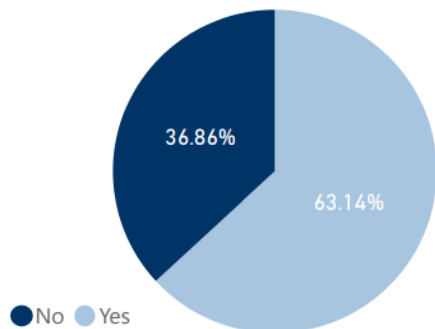
Indicator 6: Leave and flexibility

Proportion using formal flexible working arrangements

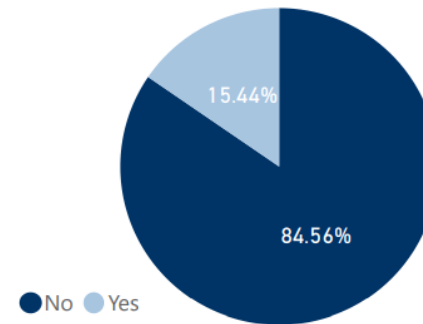
Police Officers



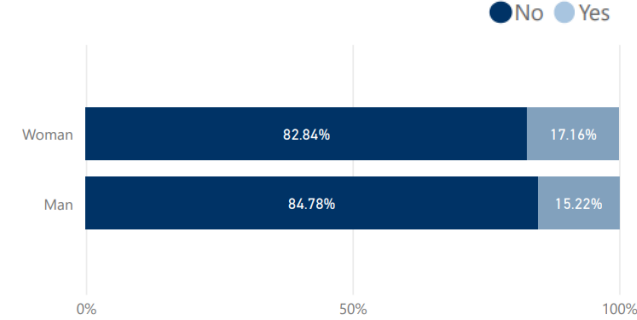
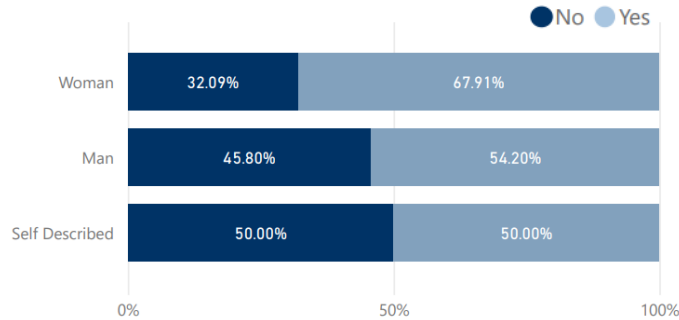
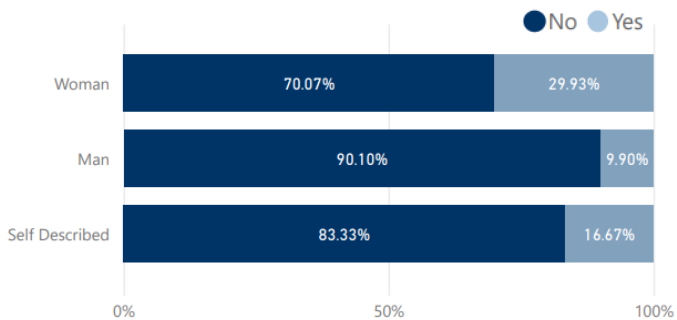
Victoria Public Sector employees



Protective Services Officers

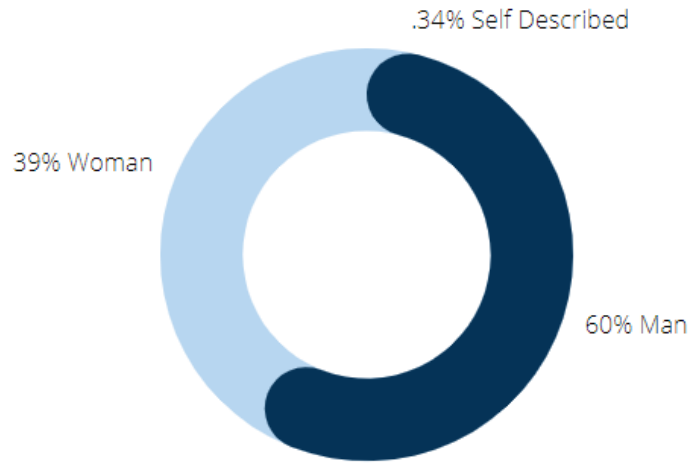


Flexible working arrangements by gender

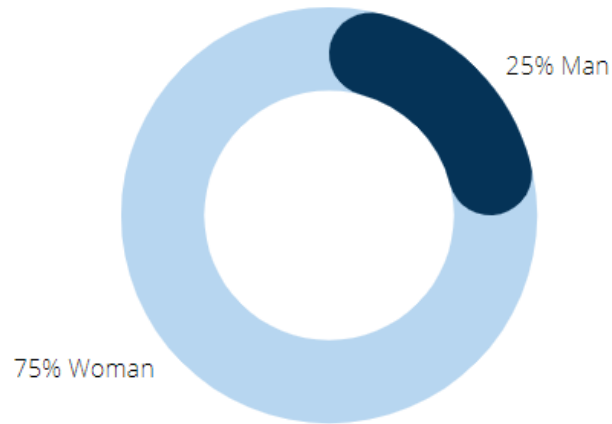


Gender composition of people in the organisation who have taken parental leave

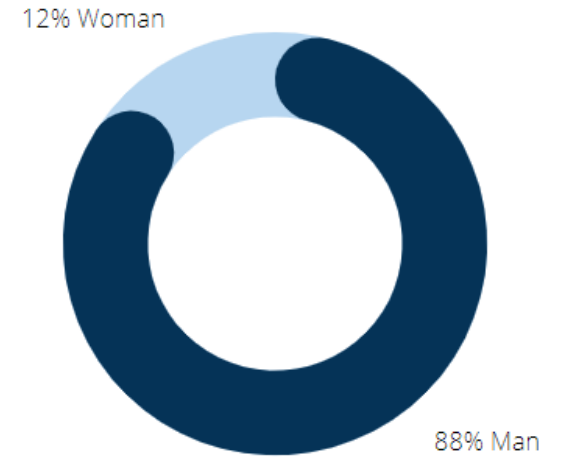
Police Officers



Victoria Public Sector employees

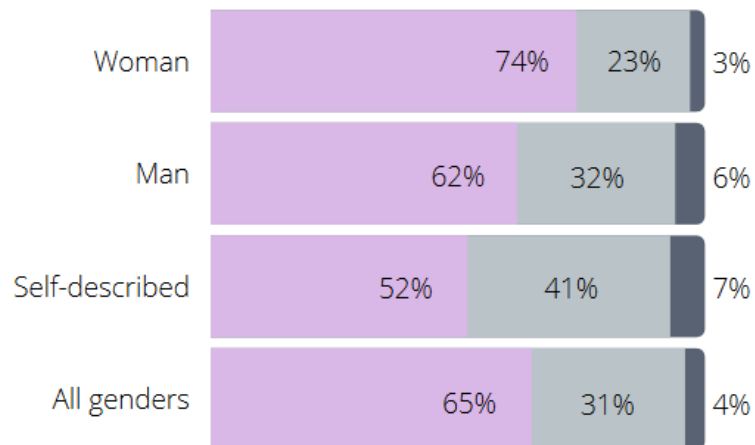


Protective Services Officers

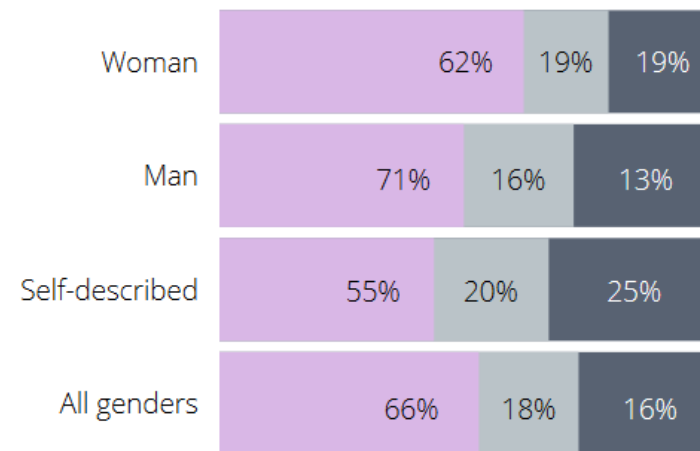


All employees

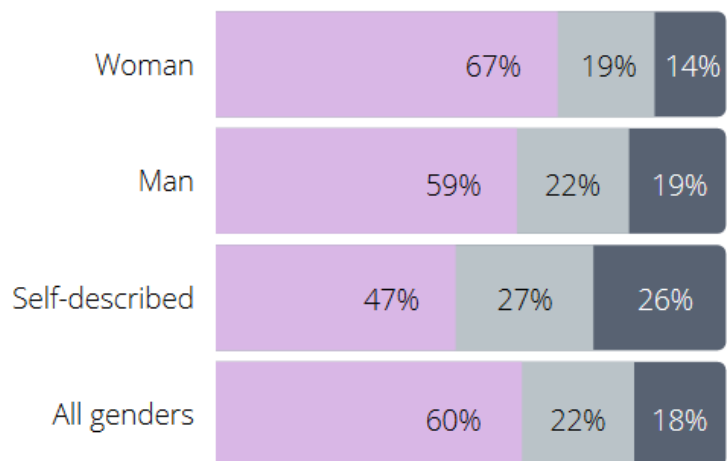
My organisation would support me if I needed to take family violence leave.



I am confident that if I requested a flexible work arrangement, it would be given due consideration.



My organisation supports employees with family or other caring responsibilities, regardless of gender.



■ Favourable responses are 'agree' or 'did not experience the negative behaviour e.g. bullying'.
■ Neutral responses are 'neither agree nor disagree', 'don't know' or 'unsure whether they experienced the negative behaviour'.
■ Unfavourable responses are 'disagree' or 'experienced the negative behaviour'.

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Indicator 7: Gendered work segregation

Police Officers

Victoria Police occupations with disproportionate gender representation

Occupation (job family)	Women Composition ▲	Total Headcount
Special Operations Operatives	0.0%	42
Technical Support Unit (TSU)	0.0%	32
Dog Handler	5.6%	36
Critical Incident Supervisor	6.3%	32
Technical/Specialist	7.1%	42
Highway Supervisors	9.6%	52
Critical Incident Operatives	10.3%	117
Senior/Supervisor Investigators	12.9%	31
Supervising Investigator	13.4%	343
Supervisor/Manager	14.5%	62
Supervising Investigator / OIC	15.0%	366
Highway Operatives	15.4%	590
Surveillance Operatives/Monitor	15.4%	123
Senior Trainer/Instructor	15.5%	142
Traffic Alcohol Operatives	16.1%	31
Water Police Operatives	17.8%	45
Tactical Flight Officer	17.9%	39
Group Manager/Superintendent	19.0%	137
Training Officer	20.5%	73
Regional Crime Scene Supervisors	20.8%	53
Operational Supervisor/ Div PSA Sergeant / OIC OMS	21.5%	1786
Senior Supervisor/ Div PSA S/sergeant	23.3%	425
Investigator	25.0%	48
Strategic Advisor	26.6%	433
Detective, Major Collisions	27.3%	33
Educator/Senior Educator	28.1%	121
Crime Detective	28.3%	60

This table is used for the police employee group only. All job family groups in this table are job family where women are underrepresented (below organisational level: 29% for police).

Note: This table excludes job family groups that have less than 30 total employee (headcount).

Victoria Public Service employees

Occupations with disproportionate gender representation

Occupation (ANZSCO)	Women Composition ▲	Total Headcount
Security Officers and Guards nec	31.2%	397
ICT Customer Support Officer	33.3%	36
ICT Project Manager	35.3%	51
Finance Manager	42.5%	40
Corporate Services Manager	45.3%	75
ICT Business Analyst	47.1%	68
Office Manager	47.8%	46
Education Managers nec	51.2%	43
Intelligence Officer	60.6%	71
Corporate General Manager	60.6%	33
Clerical and Administrative Workers nec	61.4%	272
Communications Operator	63.9%	36

This table is used for the VPS employee group only. All job family groups in this table are job family where women are underrepresented (below organisational level: 65% for VPS).

Note: This table excludes ANZSCO occupations that have less than 30 total employee (headcount).

Protective Services Officers

Occupations with disproportionate gender representation

Occupation (ANZSCO)	Women Composition	Total Headcount
Police Officer	10.8%	186
Security Officers and Guards nec	11.3%	1294

This table is used for the VPS employee group only. All job family groups in this table are job family where women are underrepresented (below organisational level: 65% for VPS).

Note: This table excludes ANZSCO occupations that have less than 30 total employee (headcount).

Victoria Police occupations with disproportionate gender representation

Occupation (job family)	Women Composition	Total Headcount
Operative General Police Duties	10.8%	186
Protective Services Officer	11.2%	1271

This table is used for the police employee group only. All job family groups in this table are job family where women are underrepresented (below organisational level: 29% for police).

Note: This table excludes job family groups that have less than 30 total employee (headcount).

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Data tables

This section of the document provides data tables based on the seven workplace gender equality indicators.

Indicator 1: Gender composition at all levels of the workforce

Overall composition – Police Officers

29 percent of this employee group are women

Overall composition – Victoria Public Service employees

65 percent of this employee group are women

Overall Composition – Protective Services Officers

11 percent of this employee group are women

Table 1: Gender composition by ranks – Police Officers

Rank	Woman	Man
Chief Commissioner	0	1
Deputy Commissioner	1	3
Assistant Commissioner	4	12
Commander	3	10
Superintendent	21	72
Inspector	91	266
Senior Sergeant	178	693
Sergeant	618	2291
Senior Constable	2627	5523
Constable and Reservist	1333	2990
Recruit	45	111

Table 2: Gender composition by ranks – Victoria Public Service employees

Rank	Woman	Man
SES-3	1	1
SES-2	4	7
SES-1	10	9
VPS-7	3	11
VPS-6	139	120
VPS-5	207	134
VPS-4	460	242
VPS-3 and PCO-3	612	301
VPS-2 and PCO-2	1082	505
VPS-1 and PCO-1	0	2

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Table 3: Gender composition by ranks – Protective Services Officers

Rank	Woman	Man
PSO Senior Sergeant	0	4
PSO Sergeant	9	63
PSO Senior	36	599
PSO First Class	14	192
PSO	110	469

Table 4: Gender composition by employment basis – Police Officers

Employment basis	Woman %	Man %
Full-time contract (fixed term)	23.81	76.19
Full-time permanent/ongoing	25.70	74.23
Part-time permanent/ongoing	81.31	18.59

Table 5: Gender composition by employment basis – Victoria Public Service employees

Employment basis	Woman %	Man %	Self-described %
Casual	62.50	37.50	0
Full-time contract (fixed term)	57.45	41.28	1.27
Full-time permanent/ongoing	61.22	38.62	0
Part-time contract (fixed term)	75.86	24.14	0
Part-time permanent/ongoing	89.72	10.28	0

Table 6: Gender composition by employment basis – Protective Services Officers

Employment basis	Woman %	Man %
Full-time permanent/ongoing	10.97	89.03
Part-time permanent/ongoing	18.46	81.54

Table 7: Percentage of People Matter Survey (2021) respondents who agreed with the following statement, by gender: There is a positive culture within my organisation in relation to employees of different sexes/genders

Gender	Favourable response %	Neutral response %	Unfavourable response %
Woman	65	26	9
Man	61	26	13
Self-described	47	35	18
All genders	61	27	12

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Indicator 2: Gender composition of the governing body

'Governing body' in Victoria Police includes Executive Command (Chief Commissioner, Deputy Commissioner and Deputy Secretaries).

Table 8: Governing body composition

	Woman %	Man %
Governing body composition	28.57	71.43

Indicator 3: Gender pay equity

Table 9: Base salary pay gap by ranks – Police Officers

Employee level	Pay gap %
Superintendent	6.5
Inspector	2.7
Senior Sergeant	1.2
Sergeant	1.5
Senior Constable	0.6
Constable and Reservist	0.4
Recruit	0.0
Total	3.8

Table 10: Base salary pay gap by ranks – Victoria Public Service employees

Employee level	Pay gap %
VPS-7	9.1
VPS-6	3.7
VPS-5	1.2
VPS-4	-0.3
VPS-3 and PCO-3	1.0
VPS-2 and PCO-2	-4.0
VPS-1 and PCO-1	0.0
Total	5.5

Table 11: Base salary pay gap by ranks – Protective Services Officers

Employee level	Pay gap %
PSO Senior Sergeant	0.0
PSO Sergeant	0.1
PSO Senior	0.1
PSO First Class	0.8
PSO	0.4
Total	3.1

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Table 12: Average total remuneration by ranks and gender – Police Officers

Employee level	Woman	Man
Superintendent	\$186,074	\$189,921
Inspector	\$173,475	\$173,599
Senior Sergeant	\$148,646	\$155,492
Sergeant	\$132,457	\$144,098
Senior Constable	\$107,171	\$120,538
Constable and Reservist	\$92,228	\$94,601

Table 13: Average total remuneration by ranks and gender – Victoria Public Service employees

Employee level	Woman	Man
VPS-7	\$191,728	\$219,270
VPS-6	\$140,951	\$155,902
VPS-5	\$109,979	\$117,589
VPS-4	\$92,221	\$98,907
VPS-3 and PCO-3	\$78,611	\$88,230
VPS-2 and PCO-2	\$60,666	\$69,247
VPS-1 and PCO-1	\$0	\$55,314

Table 14: Average total remuneration by ranks and gender – Protective Services Officers

Employee level	Woman	Man
PSO Senior Sergeant	\$0	\$105,995
PSO Sergeant	\$95,761	\$96,521
PSO Senior	\$85,117	\$92,468
PSO First Class	\$71,606	\$91,362
PSO	\$84,357	\$87,259

Indicator 4: Workplace sexual harassment

Table 15: Sexual harassment complaints by gender – all employees

	Woman	Man
Sexual harassment complaints	119	17
Sexual harassment respondents	15	121

Table 16: Percentage of People Matter Survey (2021) respondents in Victoria Police who reportedly experienced sexual harassment in the last 12 months, by gender

Gender	Favourable response %	Neutral response %	Unfavourable response %
Woman	90	0	10
Man	97	0	3
Self-described	93	0	7
All genders	94	0	6

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Table 17: Percentage of People Matter Survey (2021) respondents who agreed with the following statement, by gender: I feel safe to challenge inappropriate behaviour at work.

Gender	Favourable response %	Neutral response %	Unfavourable response %
Woman	62	19	19
Man	71	16	13
Self-described	55	20	25
All genders	66	18	16

Table 18: Percentage of People Matter Survey (2021) respondents who agreed with the following statement, by gender: My organisation takes steps to eliminate bullying, harassment and discrimination.

Gender	Favourable response %	Neutral response %	Unfavourable response %
Woman	64	20	16
Man	69	16	15
Self-described	51	26	24
All genders	65	19	16

Table 19: Percentage of People Matter Survey (2021) respondents who agreed with the following statement, by gender: My organisation encourages respectful workplace behaviours.

Gender	Favourable response %	Neutral response %	Unfavourable response %
Woman	62	19	19
Man	71	16	13
Self-described	55	20	25
All genders	66	18	16

Indicator 5: Recruitment and promotion

Table 20: Percentage of People Matter Survey (2021) respondents who agreed with the following statement, by gender: My organisation makes fair recruitment and promotion decisions, based on merit.

Gender	Favourable response %	Neutral response %	Unfavourable response %
Woman	35	32	33
Man	22	24	54
Self-described	17	29	54
All genders	25	27	47

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Table 21: Percentage of People Matter Survey (2021) respondents who agreed with the following statement, by gender: I feel I have an equal chance at promotion in my organisation.

Gender	Favourable response %	Neutral response %	Unfavourable response %
Woman	37	27	36
Man	25	23	52
Self-described	18	23	59
All genders	28	24	48

Table 22: Percentage of People Matter Survey (2021) respondents who agreed with the following statement, by gender: Gender is not a barrier to success in my organisation.

Gender	Favourable response %	Neutral response %	Unfavourable response %
Woman	56	20	24
Man	40	18	42
Self-described	33	24	43
All genders	44	20	36

Table 23: Percentage of People Matter Survey (2021) respondents who agreed with the following statement, by gender: Being Aboriginal and/or Torres Strait Islander is not a barrier to success in my organisation.

Gender	Favourable response %	Neutral response %	Unfavourable response %
Woman	60	36	4
Man	63	33	1
Self-described	53	42	5
All genders	61	35	4

Table 24: Percentage of People Matter Survey (2021) respondents who agreed with the following statement, by gender: Cultural background is not a barrier to success in my organisation

Gender	Favourable response %	Neutral response %	Unfavourable response %
Woman	65	29	6
Man	64	26	10
Self-described	52	36	12
All genders	63	28	9

Table 25: Percentage of People Matter Survey (2021) respondents who agreed with the following statement, by gender: Sexual orientation is not a barrier to success in my organisation

Gender	Favourable response %	Neutral response %	Unfavourable response %
Woman	65	29	6
Man	60	26	14
Self-described	48	36	16
All genders	60	28	12

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Table 26: Percentage of People Matter Survey (2021) respondents who agreed with the following statement, by gender: Disability is not a barrier to success in my organisation

Gender	Favourable response %	Neutral response %	Unfavourable response %
Woman	42	42	16
Man	40	43	17
Self-described	34	48	18
All genders	40	43	17

Table 27: Percentage of People Matter Survey (2021) respondents who agreed with the following statement, by gender: Age is not a barrier for success in my organisation

Gender	Favourable response %	Neutral response %	Unfavourable response %
Woman	61	23	16
Man	50	23	27
Self-described	40	29	31
All genders	52	24	24

Indicator 6: Leave and flexibility

Table 28: Proportion of employees using formal flexible working arrangements

Employee type	Yes %	No %
Police Officers	15.73	84.27
Victoria Public Service employees	63.14	36.86
Protective Services Officers	15.44	84.56

Table 29: Flexible work arrangements by gender – Police Officers

Gender	Yes %	No %
Woman	29.93	70.07
Man	9.90	90.10
Self-described	16.67	83.33

Table 30: Flexible work arrangements by gender – Victoria Public Service employees

Gender	Yes %	No %
Woman	67.91	32.09
Man	54.20	45.80
Self-described	50.00	50.00

Table 31: Flexible work arrangements by gender – Protective Services Officers

Gender	Yes %	No %
Woman	17.16	82.84
Man	15.22	84.78

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Table 32: Gender composition of people in the organisation who have taken parental leave – Police Officers

Gender	Parental leave %
Woman	39
Man	60
Self-described	0.34

Table 33: Gender composition of people in the organisation who have taken parental leave – Victoria Public Service employees

Gender	Parental leave %
Woman	75
Man	25

Table 34: Gender composition of people in the organisation who have taken parental leave – Protective Services Officers

Gender	Parental leave %
Woman	12
Man	88

Table 35: Percentage of People Matter Survey (2021) respondents who agreed with the following statement, by gender: My organisation would support me if I needed to take family violence leave

Gender	Favourable response %	Neutral response %	Unfavourable response %
Woman	74	23	3
Man	62	32	6
Self-described	52	41	7
All genders	65	31	4

Table 36: Percentage of People Matter Survey (2021) respondents who agreed with the following statement, by gender: I am confident that if I requested a flexible work arrangement, it would be given due consideration

Gender	Favourable response %	Neutral response %	Unfavourable response %
Woman	62	19	19
Man	71	16	13
Self-described	55	20	25
All genders	66	18	16

Table 37: Percentage of People Matter Survey (2021) respondents who agreed with the following statement, by gender: My organisation supports employees with family or other caring responsibilities, regardless of gender.

Gender	Favourable response %	Neutral response %	Unfavourable response %
Woman	67	19	14
Man	59	22	19
Self-described	47	27	26
All genders	60	22	18

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Indicator 7: Gendered work segregation

Table 38: Occupations with disproportionate gender representation – Police Officers

Occupation (ANZSCO)	Women composition %	Total headcount
Special Operations Operatives	0	42
Technical Support Unit	0	32
Dog Handler	5.6	36
Critical Incident Supervisor	6.3	32
Technical/Specialist	7.1	42
Highway Supervisors	9.6	52
Critical Incident Operatives	10.3	117
Senior/ Supervisor Investigators	12.9	31
Supervising Investigator	13.4	343
Supervisor/Manager	14.5	62
Supervising Investigator/Officer in Charge	15	366
Highway Operatives	15.4	590
Surveillance Operatives/Monitor	15.4	123
Senior Trainer/Instructor	15.5	142
Traffic Alcohol Operatives	16.1	31
Water Police Operatives	17.8	45
Tactical Flight Officer	17.9	39
Group Manager/Superintendent	19	137
Training Officer	20.5	73
Regional Crime Scene Supervisor	20.8	53
Operational Supervisor/Divisional Police Service Area/Officer in Charge One Member Station	21.5	1786
Senior Supervisor/Divisional Police Service Area Senior Sergeant	23.3	425
Investigator	25	48
Strategic Advisor	26.6	433
Detective Major Collisions	27.3	33
Educator/Senior Educator	28.1	121
Crime Detective	28.3	60

This table is used for the police officer employee group only. All job family groups in this table are job family where women are underrepresented (below organisational level of 29 percent for police). Note this table excludes family job groups that have 30 total employee headcount.

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Table 39: Occupations with disproportionate gender representation – Victoria Public Service employees

Occupation (ANZSCO)	Women composition %	Total headcount
Security Officers and Guards	31.2	397
ICT Customer Support Officer	33.3	36
ICT Project Manager	35.3	51
Finance Manager	42.5	40
Corporate Services Manager	45.3	75
ICT Business Analyst	47.1	68
Office Manager	47.8	46
Education Managers	51.2	43
Intelligence Officer	60.6	71
Corporate General Manager	60.6	33
Clerical and Administrative Workers	61.4	272
Communications Operator	63.9	36

This table is used for VPS employee group only. All job family groups in this table are job family where women are underrepresented (below organisational level: 65 percent for VPS). Note this table excludes ANZSCO occupations that have 30 total employee (headcount).

Table 40: Occupations with disproportionate gender representation – Protective Services Officers

Occupation (ANZSCO)	Women composition %	Total headcount
Police Officer	10.8	186
Security Officers and Guards	11.3	1294

This table is used for VPS employee group only. All job family groups in this table are job family where women are underrepresented (below organisational level: 65 percent for VPS). Note this table excludes ANZSCO occupations that have 30 total employee (headcount).

Table 40: Occupations with disproportionate gender representation – Protective Services Officers

Occupation (ANZSCO)	Women composition %	Total headcount
Operative General Police Duties	10.8	186
Protective Services Officer	11.2	1271

This table is used for the police officer employee group only. All job family groups in this table are job family where women are underrepresented (below organisational level of 29 percent for police). Note this table excludes family job groups that have 30 total employee headcount.

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