

Summary of the audit outcomes

Audit assessment categories

Not yet commenced	In planning	Implemented to a moderate extent	Implemented to a significant extent	Implemented
Evidence indicates that no steps have been taken to implement the recommendation	Evidence indicates that work to implement the recommendation is in development or planning	Evidence indicates that some steps have been taken to implement the recommendation, but work is still needed to achieve the intent of the recommendation	Evidence indicates that significant steps have been taken to implement the recommendation, but minor work is still needed to achieve the intent of the recommendation	Evidence indicates that the recommendation has been implemented in a way that achieves the intent of the recommendation

INDEPENDENT REVIEW

into sex discrimination
and sexual harassment,
including predatory behaviour,
in Victoria Police

Phase 3 audit and review

RECOMMENDATION 1	Acknowledging harm and establishing a redress and restorative engagement scheme <i>Foundations for change</i>	Implemented	RECOMMENDATION 11	Reviewing the genuine requirements of roles <i>Supporting equality throughout women's careers</i>	In planning
RECOMMENDATION 2	Establishing governance structures and independent advisory structures <i>Foundations for change</i>	Implemented	RECOMMENDATION 12	Improving responses to workplace harm through performance management <i>Strengthening capability</i>	In planning
RECOMMENDATION 3	Embedding a gender equality strategy, data collection and local strategies <i>Foundations for change</i>	Implemented to a significant extent	RECOMMENDATION 13	Implementing systems to respond to workplace harm <i>Responding to workplace harm</i>	Implemented to a significant extent
RECOMMENDATION 4	Developing a comprehensive communications and engagement strategy <i>Foundations for change</i>	Implemented to a moderate extent	RECOMMENDATION 14	Ensuring cohesive and comprehensive wellbeing and support services are available to employees <i>Responding to workplace harm</i>	Implemented to a moderate extent
RECOMMENDATION 5	Reviewing and updating policies and procedures to achieve gender equality and diversity <i>Foundations for change</i>	Implemented to a significant extent	RECOMMENDATION 15	Making use of people management expertise <i>Strengthening capability</i>	Implemented to a significant extent
RECOMMENDATION 6	Improving recruitment practices and understanding attrition <i>Supporting equality throughout women's careers</i>	Implemented to a significant extent	RECOMMENDATION 16	Embedding Victoria Police's values and expectations and resolving legislative and process issues in the discipline framework <i>Foundations for change and responding to workplace harm</i>	Implemented to a moderate extent
RECOMMENDATION 7	Embedding flexible work and supporting pregnant employees, and parents and carers <i>Supporting equality throughout women's careers</i>	Implemented to a significant extent	RECOMMENDATION 17	Reducing the superannuation gap for women <i>Supporting equality throughout women's careers</i>	In planning
RECOMMENDATION 8	Strengthening promotional processes and career development for women <i>Supporting equality throughout women's careers</i>	Implemented to a moderate extent	RECOMMENDATION 18	Implementing protected disclosure changes <i>Responding to workplace harm</i>	Implemented
RECOMMENDATION 9	Promoting gender equality through training <i>Strengthening capability</i>	Implemented	RECOMMENDATION 19	The Police Registration and Services Board reviews disciplinary decisions in line with best practice <i>Responding to workplace harm</i>	Implemented
RECOMMENDATION 10	Strengthening risk management in the learning environment <i>Strengthening capability</i>	Implemented	RECOMMENDATION 20	Remodelling the discipline system <i>Responding to workplace harm</i>	In planning