



Outcome monitoring framework

INDEPENDENT REVIEW

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

Phase 3 audit and review

VICTORIA POLICE IN 2030				
Leadership drives a culture of inclusion and respect	✓	Pregnant employees, and parents and carers are supported	✓	
The voices of women are elevated across the organisation	✓	Promotion and progression processes are fair and accessible to all employees	✓	
The values of safety, respect and inclusion drive employee behaviour	✓	Workplace harm is addressed consistently and confidentially, and responses put the victim at the centre	✓	
Women are paid and represented equally across all ranks and roles	✓	The complaints and discipline systems are fair, timely, accessible and victim-centric	✓	
All employees are supported to work flexibly	✓	Data collection and reporting drive accountability and continuous improvement	✓	
LEADERSHIP	WOMEN'S VOICES	VALUES	REPRESENTATION AND EQUAL PAY	FLEXIBILITY
Senior leaders continuously champion and are accountable for achieving organisational gender equality	Women are represented in the strategic leadership of gender equality reforms	Increased employee recognition of the problem of gender inequality and the need for reform	Increased representation of women across the workforce	Increased uptake of flexible work for women and men
Senior leaders are held to account for their behaviours and the culture of their workplaces	Women's perspectives and experiences are elevated across the organisation	Employees behave respectfully to one another	Equal pay and superannuation for all employees	Increased positive attitudes to, and support for, flexible work
PREGNANT EMPLOYEES, AND PARENTS AND CARERS	PROMOTION AND PROGRESSION	SAFETY AND VICTIM-CENTRICITY	COMPLAINTS AND DISCIPLINE	DATA COLLECTION AND REPORTING
Pregnant employees are supported and no employee experiences pregnancy discrimination	Women have increased access to professional development and training	Creation of a best-practice redress and restorative engagement scheme for victims/survivors	Increased timeliness and consistency of responses to workplace harm	Increase in regular data collection, analysis and reporting with clear lines of accountability
Parenting and caring responsibilities are not barriers to progression and promotion	Selection processes are fair and impartial, and mechanisms exist to address and reduce bias	Decreased rates of harm across the organisation and greater victim-centricity in responses to harm	Increased employee trust in the complaints and disciplinary systems and perceptions that they are robust and fair outcomes	Increase in data analysis supported by processes to address risks and issues
	Women have increased access to higher duties and at-level assignment opportunities	Increased safety and respect for all recruits		Increase in the measurement of internal and external accountability against key metrics