



Queensland

GENDER EQUITY PLAN



WOMEN IN LIFESAVING
2024 - 2027





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WOMEN = LIFESAVING

Acknowledgement of Country

Surf Life Saving Queensland acknowledges the Traditional Custodians of our lands and waterways. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander Peoples.

Board Endorsement: This plan, as a key component of the [SLSQ DEI Strategy 2024 - 2027](#) represents our commitment to advancing gender equity.





About our Gender Equity Plan

Surf Life Saving Queensland (SLSQ) is committed to accelerating progress towards Gender Equity and providing opportunities for more women and girls to take on leadership roles in life saving and to encourage more male allies to advocate for and support women in our organisation and clubs. SLSQ has adopted an evidence-based approach through its Women@SLSQ project that recognises the diverse lived experiences of women and existing inequities.

Women make up nearly 50% of memberships within SLSQ but are underrepresented in leadership roles including the SLSQ Board, Branch and Club Management Committees/Boards, and in operational roles. Our organisation has also seen a trend in decreased memberships in women and girls aged 14- 33 years over the past 5 years.

The SLSQ Gender Equity Plan recognises existing challenges for women and girls in life saving. As a result of this SLSQ introduces an action plan for the next three years, to address barriers in leadership, safety, and overall gender-based inequities at all levels of the organisation. SLSQ is committed to attracting and retaining a diverse, talented and inclusive workforce and to strengthening membership capability in our community.

Strategic Pillars

The below strategic pillars provide a framework for this plan:

LEADERSHIP

Foster change through strong and inclusive leadership

COMMUNITY ENGAGEMENT

Create a respectful, safe, and welcoming environment

SUSTAINABILITY

Ensure systemic and sustainable change





Objectives =

The key objectives of the plan are:

- Ensure safe, inclusive and welcoming environments that value, respect and support women and girls.
- Encourage gender equity on the SLSQ and affiliated entities Boards, committee, and panels.
- Ensure programs and initiatives are appropriately resourced.
- No gender pay gap for staff.
- Advance governance structures and create systems to encourage equal representation of women at all levels.
- Create sustainable networks to enable and advance women with a focus on male allies.
- Inspire and encourage women to have a voice in life saving.
- Strengthen volunteer and career pathways for women and girls.
- Celebrate successes and ensure visibility.

Women in Lifesaving



Women auxiliaries were started in most surf clubs around their inception. The purpose of these groups were to support the club in fundraising, catering and other such activities.

SLSQ was formally established in 1930 and is the governing body of surf lifesaving in Queensland.

Surfers Paradise SLSC allowed women into their clubhouse on a Sunday night to cook evening meals

Women were welcomed to train at Surf Life Saving Clubs and could complete their bronze medallion.

Eddie Rowe (nee Kieft) was issued her Bronze Medallion, 68 years after completing the examination requirements.

Surf Lifesaving celebrated 40 years of women in lifesaving and 90 years of SLSQ.

1907

1930

1950

1980

1991

2020



1923

1943

1965

1986

1996

2024

Miss Edie Kieft qualified for the Bronze Medallion through Tweed Heads and Coolangatta but did not receive a medallion because she was a woman.

Resuscitation certificate introduced and women were eligible for this award.

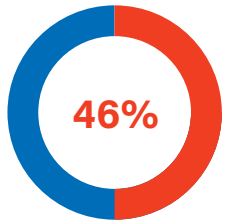
Kurrawa's Joy Chambers was the inaugural Surf Girl winner.

Women were welcomed in Surf Life Saving Club as active Members.

Heather Thompson (Grange) became the Inaugural SLSA Volunteer of the Year.

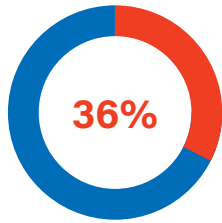
Launch of SLSQ's first ever Gender Equity Plan.

Current State of Lifesaving



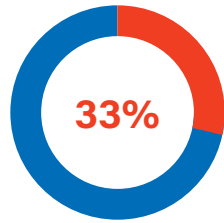
Of Our Membership are Women

TARGET 50%



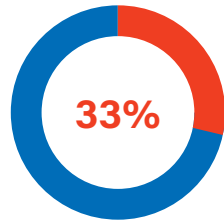
Branch Officer Positions

TARGET > 40%



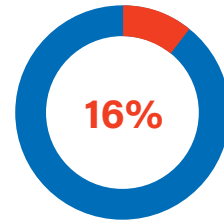
Club Officer Positions

TARGET > 40%



Gender Equity on Board

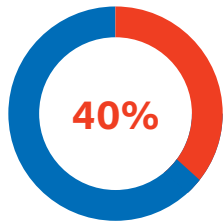
TARGET > 40%



Women on State Council

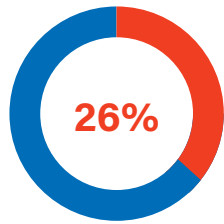
TARGET > 33%

Awards



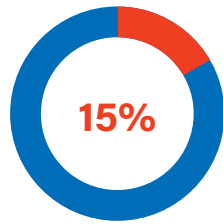
Active Patrolling Members

TARGET > 45%



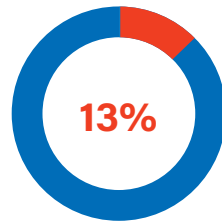
Silver Medallion Patrol Captain and Beach Management

TARGET > 35%



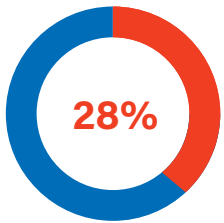
Silver Medallion IRB Driver

TARGET > 20%



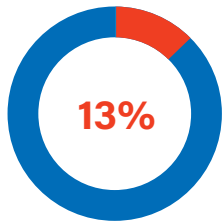
Rescue Water Craft Operator Certificate

TARGET > 20%



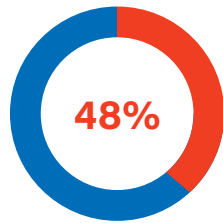
IRB Crew Certificate

TARGET > 35%



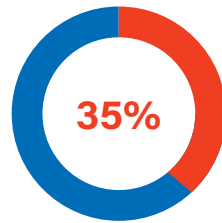
Helicopter Crew Certificate

TARGET > 15%



Age Manager Course

TARGET 50%



Bronze Medallion

TARGET > 40%



Data as of May 2024 from SurfGuard
Target by 2027



KEY FOCUS AREAS



01

Governance

02

Culture

03

Community Engagement

04

Visibility

05

Organisational Capability (HR)

Gender Equity Plan Actions

ACTION	RESPONSIBILITY	TIMELINE
Governance		
Accelerate progress towards gender equality by reviewing current practices, risks and ensuring appropriate resourcing.	DEI, Executives and State Committees	Ongoing
Maintain Board Equity Targets to ensure 40:40:20 ¹ of gender balance on the Board and its subcommittees aligned to the Australian Sport Commission's policy. ²	Board, Executives and DEI	June 2027
Encourage gender equity to increase the number of women in leadership positions on state council, branch and club committees	Board, Executives, State Council, Branch, Clubs, Regional Managers and DEI	June 2027
Review systems, existing policies, procedures and processes to ensure systemic change	DEI and HR	Ongoing
Community Engagement		
Planning, Implementation and promotion of data driven programs and initiatives for women with a focus on; <ul style="list-style-type: none"> a. Networking b. Mentoring c. Workshops d. Leadership 	DEI, Membership, Lifesaving, Sport and Education	Ongoing
Planning and Implementation of initiatives for male allies	DEI	December 2025
Review of existing membership initiatives and create awareness	DEI and Membership	Ongoing
Culture		
Enhance the understanding and importance of gender equity across the whole organisation by committing to training and resources throughout the life of the plan	DEI, Marketing and Education	Ongoing

¹ 40:40:20 simply refers to the ratio of 40% men: 40% women and 20% of any gender. It's a business practice that many organisations commit to when striving for gender equity across all levels of the organisation.

² This is aligned to Gender Equity Targets that have been set as per the Australian Sport Commission's National Gender Equity in Sports Governance Policy

Gender Equity Plan Actions

ACTION	RESPONSIBILITY	TIMELINE
Visibility		
<p>Increase the signs and symbols of support for women across SLSQ and ensure there is authentic representation and visibility of women in internal and external facing resources in sport and lifesaving.</p>	<p>DEI and Marketing</p>	<p>Ongoing</p>
Organisational Capability (HR):		
<p>Workforce capability led by SLSQ Leadership with a focus inclusion and diversity.</p> <p>Foster a work environment that is inclusive and respectful and has zero tolerance for behaviour that contravenes organisational values and expected behavioural standards.</p>	<p>DEI and HR</p>	<p>Ongoing</p>
<p>HR initiatives that include:</p> <ul style="list-style-type: none"> - Year on Year Review and Analysis of Workplace Gender Equity Agency (WGEA) Report - Review all organisational policies, procedures and processes to ensure they are equitable and free from gender bias. - Ensure we have policies on flexible working, gender-based discrimination and sexual harassment. - Provide support to employees for domestic and family violence, recruitment selection and promotion processes. - Ensuring gender equity in recruitment and development 	<p>DEI and HR</p>	<p>Ongoing</p>



Appendix

DISCOVERY AND METHODOLOGY

This Gender Equity Plan was developed following thorough consultation with Surf Life Saving Queensland's community and a review of policies, processes, systems, programs and initiatives. In November 2022 SLSQ, with DEI Consultant Michelle Redfern, carried out the Women@SLSQ project that supported the organisation to understand women's journey and lived experiences and their experiences of leadership and behaviours. This project has enabled us to identify key areas for improvement, which in turn were developed into actions to be achieved over the life of the plan.

SLSQ has also conducted surveys to collect data on women in leadership roles to ensure data driven initiatives and have conducted a review of the current state of lifesaving. We look forward to working with our members and the community throughout the life of this Plan.

Appendix

a. Overview of the consultation process

- Women@SLSQ project in November 2022
- Consultation sessions with women in January 2023
- Club Surveys on women in leadership roles in November 2022 and March 2023
- Desktop review in November 2023
- HR Culture Survey

b. Ongoing consultation, review and monitoring

Surf Life Saving Queensland would like to express its gratitude to all involved in the development of this Plan. We will continue to be open and transparent throughout its progress and commit to the timelines we have set to meet the actions. We will continue to learn through our members and the experiences of women and allies and will seek feedback and measure our progress through the below measures:

- Actions successfully implemented over the life of the Plan.
- Engaging with members that have been consulted and have contributed to the development of the plan.
- We will provide ongoing updates and progress on actions biannually to the CEO and Board
- Achievements will be noted in the Annual Report.





Queensland

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