

Foreword

The Auditing and Assurance Standards Board develops and maintains high quality auditing and assurance standards for all sectors of the Australian economy. Achieving such highly regarded standards relies on a conducive and inclusive work environment – a work environment that values and utilises the different skills, attributes, backgrounds and talents that staff bring to their roles.

In this Workplace Diversity Program, the focus is on our commitment to ensuring that the AUASB has a fair and equitable working environment that not only recognises but also appreciates and makes best use of the diversity of staff.

The three key strategies within our Workplace Diversity Program are supported by more detailed plans for action in our Workplace Diversity Action Plan, Disability Action Plan and Indigenous Employment Plan. Whilst primary responsibilities are identified within the action plans, our success is the collective responsibility of all staff.

As we bring our life skills and experience to our working environment, and encourage our colleagues to do the same, the quality of our decision-making and ultimately the work of the AUASB and our contribution to Australian standards setting can only benefit.

I am committed to diversity within our workplace and will be keenly reviewing our progress and keeping you informed.

Merran H Kelsall
Chairman



What are Workplace Diversity Principles?

Workplace Diversity involves valuing the differences in every employee in the workplace and developing a culture in which the diversity of all staff and those seeking employment with the AUASB is recognised, valued and encouraged.

In this context, diversity refers to any combination of factors characterised by differences and similarities. For example, diversity extends to gender, age, language, ethnicity, cultural background, sexual orientation, religious belief, disability and carer responsibilities. Diversity also refers to other ways that we differ from each other such as educational level and discipline, work experience, different methods and ways of performing work of a similar nature, socio-economic background, geographic location, relationship status and differing work demands.

Whilst there are very tangible and practical reasons to embrace workplace diversity there is also a legislative requirement. Section 18 of the *Public Service Act 1999*, requires an Agency Head to establish a Workplace Diversity Program.

Aim of the program

The Workplace Diversity Program aims to create a working environment that is fair and equitable, that appropriately recognises, develops and appreciates the diversity of staff, and effectively utilises that diversity to achieve outcomes and, ultimately, contribute to the development of high-quality auditing and assurance standards.



Contributing to the success of the Workplace Diversity Program

All staff at the AUASB can contribute to the success of this program by:

1. applying the individual experiences, skills and talents that they bring to the workplace
2. acknowledging that all staff bring a different background to the workplace
3. respecting these differences and understanding the benefits they bring
4. committing to eliminating all forms of discrimination in the workforce
5. providing necessary support and flexibility in the workplace.

Strategies***Integration***

Workplace Diversity principles will be incorporated into all relevant corporate documents, policies and processes to ensure that diversity is embedded in the operations of the AUASB.

Recruitment and Selection

Recruitment and selection processes and decisions will be made in a transparent, equitable and fair manner where all those involved understand and apply the principles of workplace diversity.

Learning and Development

All staff will be provided with the opportunity to be educated in the principles of workplace diversity and to appropriately develop their individual skills and abilities.



Reporting progress

Progress against this program will be reported every 12 months. This will take the form of a report from the Director, Finance and Administration, on the achievement against actions outlined in the supporting Action Plans and will be provided to the Chairman. A summary report will be published on the intranet for the information of staff.

Governance and accountability

Workplace Diversity will be included as an item in the AUASB's Annual Reports.

A copy of this Workplace Diversity Program, and any updates, will be provided to the Public Service Commissioner (as required under *Public Service Commissioner's Directions 1999*, Direction 3.4).

This Workplace Diversity Program will be reviewed prior to July 2014 as required under *Public Service Commissioner's Directions 1999*, Direction 3.6.

