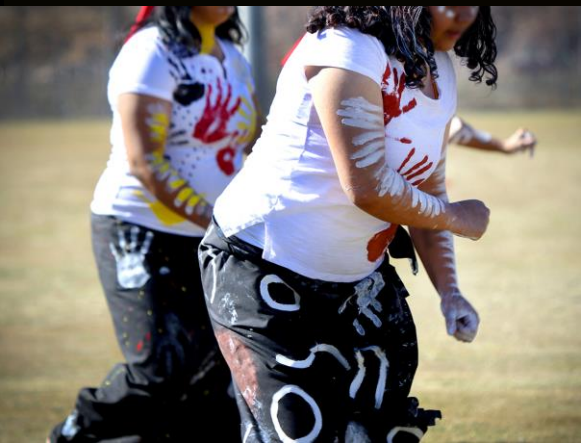


# Equity and Diversity Action Plan 2023-2026

Queensland Corrective Services

*Reviewed June 2024*





# Acknowledgement of Country

We acknowledge the traditional owners and custodians of the lands that we work, live and play on.

We recognise and honour Aboriginal and Torres Strait Islander peoples as the first peoples of Australia.

We pay our deepest respects to Elders past and present, and honour their connection to the land, waterways and animals.

As we continue on our Path to Treaty journey, we recognise the past injustices against Aboriginal and Torres Strait Islander peoples. We stand for justice and healing for all.

# A message from the Commissioner



I am pleased to commend to you the inaugural *Equity and Diversity Action Plan 2023-2026* for Queensland Corrective Services (QCS).

QCS is at its heart a people business and this plan spells out how we can support every officer to bring their whole self to work and be valued for their unique insights and perspectives.

The QCS *Equity and Diversity Action Plan 2023-2026* supports our *Corrections 2030* vision by reinforcing our principles of accountability, excellence, empowerment, respect and safety.

As we evolve into a world class corrective services agency, we seek the value and expertise of a diverse workforce that brings different perspectives and innovation to best serve the needs of the community.

We are driving an organisational culture guided by our QCS principles where officers are included, valued and proud to work for QCS, and where they have opportunity to develop their career in our organisation and are empowered to contribute to our collective success.

Our senior leaders are committed to equity and diversity and the goals of this plan, and all QCS officers have a role in adopting inclusive attitudes and behaviours consistent with the QCS values of professionalism, integrity, accountability and innovation.

Paul Stewart  
Commissioner  
Queensland Corrective Services





# Our objective

The QCS Equity and Diversity Action Plan 2023-2026 is informed by a workforce equity and diversity audit conducted annually in accordance with Section 28 of the *Public Sector Act 2022*.

The objective of the *Equity and Diversity Action Plan 2023-2026* is to reinforce inclusive attitudes and behaviours consistent with the QCS values and address the workforce diversity gaps to meet our QCS Workforce Strategy objectives and Corrections 2030 vision.

The focus areas of the Equity and Diversity plan are revised each year in accordance with the audit findings.

The 2026 workforce diversity targets for QCS are:

- 4% First Nations officers
- 12% Officers with disability
- 12% Culturally and linguistically diverse officers
- 50% Women in leadership.



# Focus areas (September 2023 diversity data audit)

## Data collection

The diversity rates in the workforce data are consistently lower than the diversity rates in the Working for Queensland (WfQ) survey data, indicating officer reluctance or lack of awareness to provide this information in the workforce diversity data census.

*There is opportunity to improve the diversity survey response rate.*

## Women in leadership

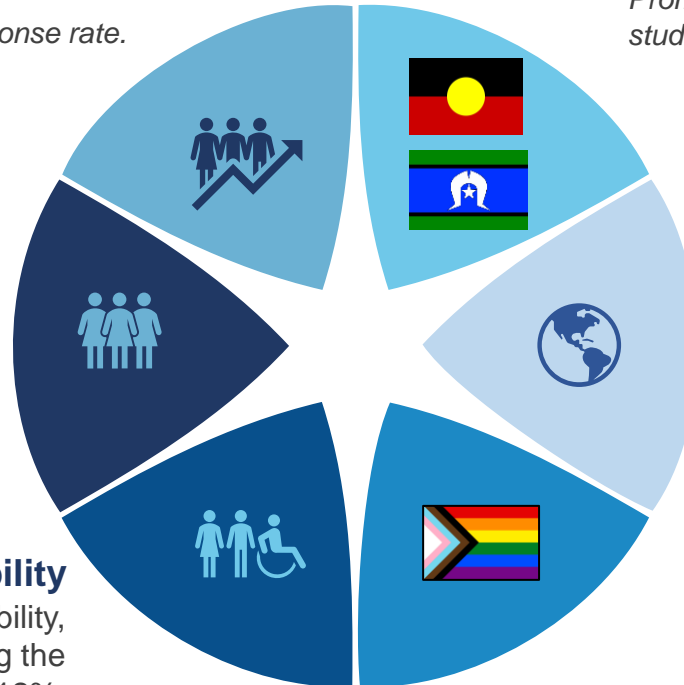
The proportion of women employed in senior leadership roles is similar to the proportion of women employed in QCS, however is below the target of 50% women in leadership.

*Investigate barriers to women being appointed at SO and SES levels across QCS, with a targeted focus on Custodial Operations.*

## Officers with disability

The workforce data identifies 2.13% of officers live with disability, however this number increases to 6.1% when measured using the WfQ survey results, which is below the target of 12%.

*Investigate officer reluctance to provide this information in the workforce diversity data census.*



## First Nations officers

The WfQ data shows that 2.55% of QCS officers are First Nations peoples, which is comparable with the official workforce data rate of 2.8%, however is below the target of 4%.

*Promote QCS career opportunities to First Nations job seekers and students to make QCS an employer of choice for First Nations peoples.*

## Officers from culturally and linguistically diverse backgrounds

The workforce data shows 2.07% of officers speak a language other than English at home, however this figure increases to 5.61% when measured using the WfQ survey data, which is below the target of 12%.

*Identify barriers and strategies within attraction and recruitment to increase employment rate of officers from culturally and linguistically diverse backgrounds.*

## LGBTIQ+ officers

The WfQ survey data indicates that not all LGBTIQ+ officers experience an open and supportive workplace culture and psychological safety.

*Create an inclusive workplace culture.*





## Data collection

Focus area	Goal	Actions	Timeframe	Performance measures
<p>There is a significant gap between the QCS workforce diversity MOHRI data and the WfQ survey data.</p> <p>Reference: Pages 6 and 7 of the <i>QCS Equity and Diversity Audit report</i>.</p>	<p>Address the significant gap between the workforce diversity MOHRI data and the WfQ diversity data by communicating awareness of the benefits of completing the workforce diversity census.</p>	<p>Create a QCS communication strategy raising awareness of the gap in the WfQ data and the MOHRI data.</p> <p>Encourage QCS officers to complete the workforce diversity census highlighting QCS' commitment to equity and diversity.</p>	<p>30 June 2025</p>	<p>The gap between workforce diversity MOHRI data and WfQ diversity data is reduced each year.</p> <p>Workforce MOHRI data shows an increase in completion rate.</p>





## First Nations officers

Focus area	Goal	Actions	Timeframe	Performance measures
<p>There is a gap between the QCS workforce diversity MOHRI data for First Nations officers (2.8%) and the WfQ survey data (2.55%); and both measures are below the target of 4%.</p> <p>Reference: Page 4, 5, 9, 10 of the <i>QCS Equity and Diversity Audit report</i>.</p>	<p>Address the gap between the workforce diversity MOHRI data and the WfQ diversity data by communicating awareness of the benefits of completing the workforce diversity census and assurance about data confidentiality.</p> <p>Increase the diversity data completion rate.</p>	<p>Develop a promotion campaign to encourage First Nations staff to complete the workforce diversity census.</p>	<p>30 June 2025</p>	<p>Workforce diversity MOHRI and WfQ diversity data shows an increase in completion rates.</p>
	<p>Make QCS an employer of choice for First Nations peoples.</p> <p>Meet our target of 4% First Nations officers.</p>	<p>Promote QCS career opportunities to First Nations job seekers and students.</p>	<p>30 June 2026</p>	<p>Workforce diversity MOHRI data shows an increase in First Nations officers employed across QCS.</p>





Women in leadership				
Focus area	Goal	Actions	Timeframe	Performance measures
<p>The Custodial Operations division has the lowest proportion of women employed in QCS and the lowest percentage of women in leadership roles.</p> <ul style="list-style-type: none"> <li>Reference: Pages 5, 13-15 of the QCS Equity and Diversity <i>Audit report</i>.</li> </ul>	Increase the percentage of women employed in Custodial Operations leadership roles.	Design attraction, recruitment and retention strategies to encourage more women to join the Custodial Operations workforce.	30 June 2025	Workforce MOHRI data shows an increase of women employed in Custodial Operations.
	Meet the QCS target that women are employed in 50% of all SO and SES leadership roles across QCS.	Investigate barriers and opportunities for career advancement for women in Custodial Operations and design strategies to encourage and support women in leadership roles.	30 June 2026	Workforce MOHRI data shows an increase of women in leadership roles in Custodial Operations.





## Officers from culturally and linguistically diverse backgrounds

Focus area	Goal	Actions	Timeframe	Performance Measures
<p>There is a gap between the QCS 2023 workforce diversity MOHRI data for officers from culturally and linguistically diverse backgrounds who speak a language other than English staff (2.07%) and the WfQ survey data (5.61%).</p> <p>Both measures are below the target of 12%.</p> <p>Reference: Page 4, 9, 11 12 of the QCS Equity and Diversity Audit report.</p>	<p>Address the gap between the workforce diversity MOHRI data and the WfQ diversity data by communicating awareness of the benefits of completing the workforce diversity census and assurance about data confidentiality.</p> <p>Meet the QCS employment target of 12% of officers who speak a language other than English at home.</p>	Provide awareness and guidance about inclusive recruitment practices.	30 June 2025	<p>Workforce diversity MOHRI data and WfQ data shows an increase of officers employed across QCS from culturally and linguistically diverse backgrounds.</p>
		Promote QCS career opportunities to peoples from culturally and linguistically diverse backgrounds.	30 June 2026	

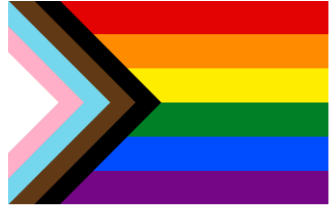




## Officers with disability

Focus area	Goal	Actions	Timeframe	Performance measures
<p>There is a significant gap between the QCS 2023 workforce diversity MOHRI data of officers living with disability (2.13%) and the 2023 WfQ data (6.1%).</p> <p>Both measures are below the target of 12%.</p> <p>Reference: Page 4, 9-11 of the QCS Equity and Diversity Audit report.</p>	<p>Address the gap between the workforce diversity MOHRI data and WfQ survey data by communicating awareness of the benefits of completing the workforce diversity census and assurance about data confidentiality.</p> <p>Meet the QCS employment target of 12% of officers living with disability.</p>	Develop a promotion campaign for officers living with disability to complete the workforce diversity census.	30 June 2025	The gap between workforce diversity MOHRI data and WfQ diversity data is reduced.
		Provide awareness and guidance about inclusive and accessible workplace practices.	30 June 2025	Workforce diversity MOHRI data and WfQ data shows an increase of officers living with disability employed across QCS.





## LGBTIQ+ officers

Focus area	Goal	Actions	Timeframe	Performance Measures
The WfQ data indicates that not all LGBTIQ+ officers experience an inclusive workplace culture.	Create a culture of inclusion across all QCS workplaces.	Conduct an awareness campaign to educate officers about LGBTIQ+ inclusive workplaces.	30 June 2025	Improvement in QCS WfQ diversity experience results.
		Work towards achieving Australian Workplace Equality Index accreditation.	30 June 2026	Achieve AWEI accreditation.

