1. Purpose
This Gender Equality Policy was written by Vital Anaesthesia Simulation Training (VAST) in Australia and is intended for application across all of VAST’s activities. The purpose of this Policy is to provide direction to VAST and its partners to strategically advance gender equality goals within the organisation’s activities, procedures, systems, roles and accountabilities.

2. Objective
To ensure that gender equality and women’s empowerment are to be central in design, implementation, operation and evaluation of VAST’s projects and activities.

3. Guiding principles
VAST’s Gender Equality Policy is in line with the United Nation’s Fifth Sustainable Development Goal – to achieve gender equality and empower all women and girls – and is aligned with the Australian Government’s gender equality and women’s empowerment strategy. VAST acknowledges the critical role women play in accelerating progress and development. By adopting this policy, VAST articulates its commitment to the principles of gender equality and women’s empowerment, namely to:

- establish high-level corporate leadership for gender equality
- treat all women and men fairly at work - respect and support human rights and non-discrimination
- ensure the health, safety and well-being of all women and men workers
- promote education, training and professional development for women
- promote equality through VAST’s initiatives and advocacy
- measure and publicly report on progress to achieve gender equality.

4. Scope
This document applies to all VAST office bearers, staff and volunteers associated with VAST. The VAST Gender Equality Policy is overseen by VAST’s Board of Directors.

5. Dictionary

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<tr>
<th>Term</th>
<th>Meaning</th>
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<td>Gender</td>
<td>The social differences between females and males throughout the life cycle that are learned, and though deeply rooted in every culture, are changeable over time, and have wide variations both within and between cultures. “Gender,” along with class and race, determines the roles, power and resources for females and males in any culture.</td>
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6. Guiding strategies to achieve gender equality
VAST will seek to advance the cause of gender equality in its organisation and through its activities by:
- obtaining a thorough understanding of the different experiences, capacities, concerns and needs of women and men, and use these to shape the way VAST analyses, plans, implements and evaluates its work
- seeking to ensure the full participation and empowerment of women in all areas of its work, and promoting women’s and girls’ rights as human rights
- ensuring all recruitment and staffing decisions, including remuneration setting and adjustments, and access to advancement opportunities, are done on a merit-based system that does not distinguish or differentiate based on gender
- providing opportunities across all levels in the organisation for both men and women to advance their careers, incorporating family-friendly work practices that enable both men and women to participate fully in work and family life
- working with men and women, together and separately, to have a more lasting impact on beliefs and behaviours. VAST will ensure that any work it does with men supports the promotion of gender equality
- promoting gender equality within its development programmes, consistent with its key values of respect, collaboration and empowerment
- seeking to have an equal representation of both males and females across its workforce and when planning activities
- supporting women in achieving leadership positions in their communities and societies, and encourage gender balance in all working groups and initiatives

7. Related and supporting documents
- VAST Code of Conduct
8. Document revisions

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<thead>
<tr>
<th>Version</th>
<th>Date approved</th>
<th>Summary of changes</th>
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<tbody>
<tr>
<td>v1.0</td>
<td>24 October 2020</td>
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