

Gender Pay Gap | Employer Statement

Endeavour Foundation supports people with intellectual disability to live, learn and flourish according to their interests and priorities. As Australia's largest employer of people with intellectual disability, our 2025-26 Workplace Gender Equality Agency (WGEA) results reflect the unique composition of our workforce, including people we support in employment. We welcome the opportunity to provide additional context to our results and our ongoing commitment to gender equality and inclusive employment.

Our commitment to gender equality

Endeavour Foundation believes everyone deserves the opportunity to participate in work and to be treated fairly and equitably throughout their employment.

With a proud history of supporting people who face employment barriers¹, including those engaged in supported employment², we actively advocate for the inclusion of Australians with intellectual disability in the national conversation and decisions about employment opportunities and fair wages³.

We are committed to advancing gender equality across our workforce and measure our progress against the Workplace Gender Equality Act 2012's Gender Equality Indicators, ensuring we understand the diverse experiences and perspectives of our workforce and identify opportunities for improvement.

Understanding our gender pay gap results

Our workforce reflects our commitment to diversity and inclusion, with women representing 51% of all employees, including:

- 60% of management roles;
- 52% of non-manager roles; and
- 67% of Board positions, including our female Chair.

Supported employment and the supported wage system

Employment challenges for both women and people with intellectual disability are significant.

People with intellectual disability bring valuable skills, perspectives and diversity to Australian workplaces. However, many continue to face systemic barriers to employment and career progression.

In 2024, it was reported that only 27% of people with severe or profound disability in Australia were in the labour force.⁴ In 2025-26, approximately 65% of Endeavour Foundation's workforce comprised of people with intellectual disability.

We know that people with intellectual disability continue to experience barriers to employment, including:

- The impact of employment on the Disability Support Pension (DSP)⁵. Understanding the intricate relationship between employment income and support systems, including those for health care and housing, is crucial to navigating the complexities faced by people with intellectual disability seeking and keeping employment.

¹ <https://www.endeavour.com.au/disability-services/disability-employment/employment-compendium>

² <https://www.endeavour.com.au/disability-services/disability-employment/our-approach-to-work>

³ <https://www.endeavour.com.au/contact-us/media-centre/media-releases/listen-to-our-employees-say-disability-social-enterprises>

⁴ [People with disability in Australia, Labour force participation - Australian Institute of Health and Welfare](#)

⁵ <https://www.servicesaustralia.gov.au/employment-income-reporting?context=22276>

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- The scarcity of accessible education and training opportunities tailored to the specific needs of people with intellectual disability. Addressing this gap is vital for empowering people with the skills and knowledge necessary to secure and maintain employment.
- A persistent challenge of stigma and discriminatory practices that hinder the employment prospects of people with disability. Overcoming these barriers is pivotal for fostering inclusive workplaces and dismantling stereotypes, ensuring fair and equitable employment opportunities for people with intellectual disability.

By collaborating with the WGEA, we look forward to improved data collection that highlights the gender gaps that exist for people with disability.

Supported Employment Services Award

With women representing 51% of our workforce, our reported median Gender Pay Gap, as per the WGEA, is -101.2%, favouring women. However, it's essential to note that this result reflects the conditions outlined under the Supported Wage System (SWS) in the Supported Employment Services Award⁶.

The SWS is designed for employers to assess an employee's ability and match them to a wage based on productivity. Although its use is governed by the Fair Work Commission, we acknowledge that the SWS significantly increases wage disparity across our workforce. Employees who are paid a supported wage also receive the Disability Support Pension, and a range of other pension entitlements that are important to the wellbeing of people with intellectual disability (such as access to the Pharmaceutical Benefits Scheme and free health care).

Importantly, our internal analysis of our workforce within the same employment conditions, both under the Supported Employment Services Award and outside it, shows a median gender pay gap of 0% in both groups.

Actions to improve gender equality

We are committed to continuous improvement and will continue to:

- Conduct annual gender pay gap analysis to identify opportunities for improvement and monitor progress.
- Advocate for fair employment opportunities and fair wages for people with intellectual disability.
- Partner with employers to promote the value of an inclusive workforce.
- Embed our diversity, equity and inclusion strategy across the organisation to strengthen belonging and advance gender equality.
- Implement initiatives arising from the Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023 and the Respect@Work report that support safe, respectful and equitable workplaces.

While our WGEA results are influenced by the unique composition of our workforce, they also reflect our longstanding commitment to employment for people with intellectual disability who may otherwise be excluded from the workforce.

We recognise our responsibility to lead conversations about inclusive employment and remain committed to advancing gender equality, advocating for fair employment opportunities and creating workplaces where everyone can thrive.

⁶ <https://www.dss.gov.au/disability-and-carers-programs-services-for-people-with-disability/supported-employment>

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Andrew Chesterman, Chief Executive Officer

Acknowledgement of Country

In the spirit of reconciliation, we acknowledge the Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We pay our respects to Elders past and present.

