

## **UnitingCare Children, Young People and Families**

UnitingCare Children, Young People and Families is a leading NSW child and family welfare agency that employs over 624 staff, more than 75 percent of whom are female. The women-friendly non-government organisation attributes this strength to flexible work practices that build work and family balance, opportunities for promotion within the organisation and a predominantly female management team led by Director Jane Woodruff.

In 2008, UnitingCare Children, Young People and Families launched a recruitment campaign that emphasised family-friendly policies, "Get a Career that Matters". These policies include part-time and job share roles, flexible working hours, bereavement and carers' leave, salary sacrifice for additional annual leave, the option to work from home and even bring a mildly sick child to work. Flexibility on work and family balance benefits staff at all levels of the organisation.

A paid parental or adoption leave policy provides new mothers with ten weeks paid leave and secondary care givers with two week's paid leave. There is a high level of flexibility around return to work with many options to extend leave, reengage through part-time employment or complete short projects at casual pay rates with further leave extension. Contact with staff is maintained throughout the leave period to ensure continued engagement and support.

The organisation is working towards a focus on leadership development for middle management staff. With 72 percent of management staff being female, this process will have a particularly strong focus on developing women's leadership in the non-government sector.

In 2008, UnitingCare Children, Young People and Families assisted approximately 23 000 children, young people and families across NSW through service provision and advocacy. The organisation brings together UnitingCare Burnside, UnitingCare Unifam, the Institute of Family Practice and UnitingCare Harris Community Centre.

UnitingCare Children, Young People and Families Director Jane Woodruff and a variety of female staff who have benefited from flexible workplace policies are available for interview.

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