

# GENDER AUDIT

A Gender Audit is a structured, thorough and objective approach to **assessing** how an organisation's **ways of working** and practices **promote or limit** its capacity to create an **inclusive environment** where **gender diversity** can flourish. In essence, it gives substance to how a business can **enhance its gender diversity**.

Designed for organisations looking to **accelerate understanding** to unlock a business's potential to act faster, smarter and braver

## BENEFITS:

- The need for gender diversity in the workplace and society at large is now a mainstream topic in which many businesses know that the creation of a more diverse workplace is a good thing AND the right thing
- Research continues to show the moral argument can be easily overtaken by the bottom-line argument for balanced gender representation in business, so the gender audit enables executives and HR leaders to understand what to do
- It is then possible to actually address the problem/opportunity in a way that turns the dial and moves away from good intent and rhetoric towards creating a business where gender diversity lives and breathes all on its own
- Understanding what to do first requires a detailed understanding of where you are today – the gender audit takes a 360-degree approach providing an appreciation of how diversity is institutionalized within a business and the ways to change this
- This detailed understanding will inform the plan. A real plan that has substance, teeth and impact because it's addressing the facets of a business's practices that are constraining its ability to be a more gender inclusive environment

## SPECIFICS:

- Agree scope: Agree the business needs, timings, breadth, depth, outputs
- Collate data: Company provides all data required by NPW ready for analysis. 4 areas: Policies, Process & Procedure, Organisation, Workforce Opinion
- Analyse data: All the provided data is analysed to determine the extent to which it supports gender diversity
- Report findings: Connect the dots and play back a detailed view of a business's effectiveness at delivering gender diversity and highlighting opportunities.
- Recommendations: Concise recommendations as to how to drive proactive and measurable improvement

## COST

Please email  
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for further details

