

Diversity Disclosure

Date: 06 August 2020

Diversity Principles

CPS recognises the importance of reflecting the diversity in the workforce and on the Board because diverse thinking and differing perspectives are widely recognised as:

- contributing to improved decision making;
- resisting groupthink;
- broadening the talent pool;
- correlating with increased financial returns;
- contributing to leading governance practice; and
- fostering a closer connection with, and understanding of, our members.

Diversity Targets

CPS has the following diversity targets in place:

- (a) a minimum 40% women and 40% men will make up the Board and senior management. The remaining 20% can be any gender identity;
- (b) a minimum of 30% women and 30% men will make up our staff. The remaining 40% can be any gender identity; and
- (c) all recruitment selection panels must comprise at least 1 woman and 1 man.

Diversity Reporting

At 30 June 2020 our Board, senior management and other staff consisted of:

	Male	Female	Target met
Board & senior management	8 (57%)	6 (43%)	Yes
Other staff	17 (68%)	8 (32%)	Yes

CPS recruited for five positions in the period July 2019 to June 2020 and the selection panel for each comprised at least 1 woman and 1 man (target met).