



WORKPLACE WARRANT OF FITNESS

A 28-point self-assessment for creating workplaces where women thrive in automotive.

Women in Automotive New Zealand

Free to use • No sign-up required



How to use this tool

Assess • Prioritise • Improve

Work through the items across five areas and tick everything your workplace already does well. Each item includes a short note explaining what good looks like in practice. This is an internal planning tool for your organisation only, there is no obligation to publish or share your result externally or with Women in Automotive NZ.

01

Assess

Walk the floor and complete all five sections honestly. Involve the women in your team for their personal perspective.

02

Prioritise

Count your ticks and use the results scale. Pick the three most relevant unticked items that would make the biggest difference.

03

Improve

Assign an owner and a date to each priority, then reassess in six months to track the shift.

Print this resource, or tick the boxes on screen. Nothing is submitted to Women in Automotive New Zealand, your results stay confidential with you.

1

Facilities & Physical Environment

The basics that make a site workable day to day.



F1

Private lockable changing room

A secure, private space to change into and out of work gear.



F2

Clean female toilet

A dedicated, well-maintained toilet that is usable throughout the shift.



F3

Sanitary bins provided

Bins in every female toilet, emptied on a regular schedule.



F4

Sanitary products available

Free products stocked on site and discreetly accessible.



F5

Private facilities for new mothers

A lockable private space for new mothers to hygienically express milk, including a dedicated fridge.



F6

Good lighting in all work areas

Bright, even lighting across workshop, yard and staff parking.

2

Uniforms, PPE & Equipment

Gear that fits properly is a safety issue, not a preference.

☐

U1

Women's uniforms available

Uniforms cut for women, including options for when women are pregnant

☐

U2

Women's PPE available

Safety gear designed for women, not small men's sizes relabelled.

☐

U3

Women's overalls available

Overalls that fit properly so movement and safety aren't compromised.

☐

U4

Ergonomic equipment access

Lifting aids and adjustable tools available to anyone who needs them.

☐

U5

PPE feedback sought

You ask staff whether their gear fits, and act on what you hear.

3

Policies & Workplace Culture

The written commitments that set the standard for everyone.



P1

Anti-harassment policy

A written policy covering harassment and bullying, known to all staff.



P2

Confidential reporting process

A clear, confidential way to raise a concern, with more than one contact.



P3

Equal pay transparency

Pay bands and progression criteria are open and applied evenly.



P4

Flexible work options

Flexible hours, shifts or leave arrangements are genuinely available.



P5

Inclusive job ads

Neutral language, and no unnecessary must-have criteria.



P6

Bias-aware hiring

Structured interviews with consistent questions for every candidate.



P7

Offensive content removed

No offensive calendars, posters or imagery anywhere on the premises.

4

Training, Progression & Leadership

Clear pathways are what turn a job into a career.



T1

Equal access to training

Training and upskilling offered to everyone on the same basis.



T2

Mentorship or buddy system

New starters are paired with a mentor for their first months.



T3

Women in leadership pathways

Women are identified and supported into supervisory and senior roles.



T4

Career development check-ins

Regular conversations about goals, not just performance reviews.



T5

Apprenticeship inclusion

Apprenticeships actively promoted to both male and female school leavers.



T6

Promotion pathways

Promotion criteria are documented and openly shared with the team.

5

Culture & Belonging

The everyday signals that tell people they belong here.



C1

Inclusive signage & imagery

Signage, website and social imagery show women working in the business.



C2

Inclusive onboarding

Onboarding covers the team, the norms, and where to go for help.



C3

Wellbeing check-ins

Regular check-ins on workload and wellbeing, not only when things go wrong.



C4

WIANZ Accord signatory

Your business has signed the Accord and publicly backs the commitment.



Your results

Add up your ticks across all five sections, out of a possible 28.

22–28

items ticked

Leading Practice

Setting the standard. Share what works with others, and reassess annually.

15–21

items ticked

Building Momentum

Strong foundations in place. Choose three unticked items and set owners and dates.

0–14

items ticked

Getting Started

Plenty of room to move. The early wins are often the cheapest.

Wherever you land, the score is a starting point rather than a verdict. Pick three improvements, give each an owner and a date, and reassess in six months.