



Public report

2019-20

Submitted by

Legal Name: Scotch College Incorporated

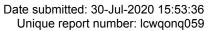






Organisation and contact details

Submitting organisation details	Legal name	Scotch College Incorporated	
	ABN	54570672877	
	ANZSIC	P Education and Training 8023 Combined Primary and Secondary Education	
	Business/trading name/s	Scotch College Adelaide	
	ASX code (if applicable)		
	Postal address	Carruth Road TORRENS PARK SA 5062 AUSTRALIA	
	Organisation phone number	(08) 8274 4333	
Reporting structure	Number of employees covered by this report	207	





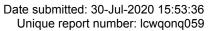


Workplace profile

Manager

Managanasinasias	Deposition level to CEO	Franks, was and adoptive		N	o. of employees
Manager occupational categories			F	М	Total employees
		Full-time permanent	0	0	0
		Full-time contract	0	1	1
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	4	2	6
		Full-time contract	0	3	3
Key management personnel	-1	Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
	-1	Full-time permanent	2	0	2
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	6	14	20
		Full-time contract	0	1	1
Other managers	-2	Part-time permanent	2	0	2
		Part-time contract	0	1	1
		Casual	0	0	0
		Full-time permanent	3	4	7
		Full-time contract	0	0	0
	-3	Part-time permanent	2	1	3
		Part-time contract	2	1	3
		Casual	0	0	0
Grand total: all managers		-	22	28	50

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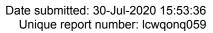


Workplace profile

Non-manager

Non manager accumptional estagerica	Employment status	No. of employees (excluding gra	aduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	32	17	0	0	0	0	49
	Full-time contract	10	5	0	0	0	0	15
Professionals	Part-time permanent	27	6	0	0	0	0	33
	Part-time contract	4	1	0	0	0	0	5
	Casual	0	0	0	0	0	0	0
	Full-time permanent	1	7	0	0	0	0	8
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	3	2	0	0	0	0	5
	Part-time contract	2	2	0	0	0	0	4
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	1	0	0	0	0	0	1
	Casual	0	0	0	0	0	0	0
	Full-time permanent	5	0	0	0	0	0	5
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	26	0	0	0	0	0	26
	Part-time contract	3	0	0	0	0	0	3
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0

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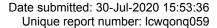






Non manager equipational estageries	Employment status	No. of employees (excluding gra	aduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	rotal employees
	Full-time permanent	1	0	0	0	0	0	1
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	1	0	0	0	0	1
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		116	41	0	0	0	0	157

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Reporting questionnaire

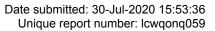
Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2019 to 31 March 2020. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- · Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☑ Not a priority
1.2	Retention ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☑ Not a priority
1.3	Performance management processes ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☑ Not a priority



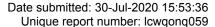


1.4

Promotions



	 Yes (select all applicable answers) □ Policy □ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise ☑ Not a priority
1.5	Talent identification/identification of high potentials
	 Yes (select all applicable answers) Policy Strategy No (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority
1.6	Succession planning
	 Yes (select all applicable answers) □ Policy □ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.7	Training and development
	 Yes (select all applicable answers) □ Policy □ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise ☑ Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 Yes (select all applicable answers) □ Policy □ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise ☑ Not a priority
1.9	Gender equality overall
	 Yes (select all applicable answers) □ Policy □ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority







1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	1	0	0
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	1	0	1	0
Casual employees	0	0	1	0

1.11 How many appointments in total were made to manager and non-manager roles (based on WGEA-defined managers/non-managers) during the reporting period (add the number of external appointments and internal promotions together)?

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	4	2
Number of appointments made to NON-MANAGER roles (including promotions)	19	6

1.12 How many employees resigned during the reporting period against each category below?

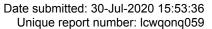
	Mana	Managers		nagers
	Female Ma		Female	Male
Permanent/ongoing full-time employees	0	2	8	1
Permanent/ongoing part-time employees	0	0	0	7
Fixed-term contract full-time employees	0	1	7	2
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	2	0

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

- 2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.
 - 2.1 Please answer the following questions relating to each governing body covered in this report.



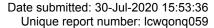




Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

2.1a.1	Organisation name?						
	Scotch College Adelaide						
2.1b.1	What gender is the Chair on this gove Chair at your last meeting)?	rning body (if the role of the Chair rot	ates, enter the gender of the				
		Female	Male				
	Number	0	1				
2.1c.1	How many other members are on this	governing body (excluding the Chair/	's)?				
		Female	Male				
	Number	3	4				
2.1d.1	☐ Currently under development,	s not been set) nder balance (e.g. 40% women/40% me please enter date this is due to be comp	n/20% either)				
2.1g.1	☐ Insufficient resources/expertis☐ Do not have control over gove☐ Not a priority☐ Other (provide details): Are you reporting on any other organi	rning body/board appointments (provide	details why):				
	☐ Yes ☑ No						
2.2	Do you have a formal selection policy organisations covered in this report?	and/or formal selection strategy for g	overning body members for ALI				
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy 						
	☐ No (you may specify why no formal se ☐ In place for some governing be	election policy or formal selection strateg	y is in place)				
		☐ Currently under development, please enter date this is due to be completed					
		rrning body appointments (provide details	s why)				
2.3	Does your organisation operate as a p "incorporated" entity - Pty Ltd, Ltd or		your organisation is an				
	☐ Yes ⊠ No						







2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

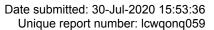
Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

3.	Do y	ou have a formal policy and/or formal strategy on remuneration generally?
	☐ Ye	es (select all applicable answers) Policy Strategy
	⊠ No	you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed
		 ☐ Insufficient resources/expertise ☑ Salaries set by awards/industrial or workplace agreements ☐ Non-award employees paid market rate
		 Not a priority ☑ Other (provide details): Policy exists to cover remuneration strategy for Senior Leadership Team Members
4.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
	☐ Ye	es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years
		☐ More than 2 years ago but less than 4 years ago ☐ Other (provide details):
	⊠ No	Under (provide details). O (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed Insufficient resources/expertise
		Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or ications)
	IS roo	☑ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there on for discretion in pay changes (because pay increases can occur with some discretion such as performance
	asses	ssments) Non-award employees paid market rate Not a priority
		Other (provide details):
	4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men





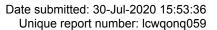


to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

5.		RIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having er responsibility for the day-to-day care of a child.
		ou provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?
	time of indications of time of paid p	es. (Please indicate how employer funded paid parental leave is provided to the primary carer): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please the how employer funded paid parental leave is provided to women ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), on we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded parental leave is provided to men ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), on ot available (you may specify why this leave is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
	5.1	How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:
		14
5a.	carer	ir organisation would like to provide additional information on your paid parental leave for primary s e.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below.
	5.2	What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
		☐ 21-30% ☐ 31-40% ☐ 41-50% ☐ 51-60% ☐ 61-70% ☐ 71-80% ☐ 81-90% ☐ 91-99% ☐ 100%

Please indicate whether your employer funded paid parental leave for primary carers covers:

5.3

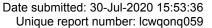






6.		ECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ary carer.
		ou provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and en, in addition to any government funded parental leave scheme for secondary carers?
	☐ No	by, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) by, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY (you may specify why employer funded paid parental leave for secondary carers is not paid) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
	6.1	How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:
		5
6a.		r organisation would like to provide additional information on your paid parental leave for SECONDARY ERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	6.2	What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion. <10%
	6.3	Please indicate whether your employer funded paid parental leave for secondary carers covers: ☑ Adoption ☑ Surrogacy ☐ Stillbirth
7.	How i	many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include oyees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	1	0	0	3







7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	6	0	0	1

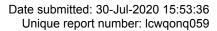
- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Managers	0	0

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	0	0

Non-managers	0	0				
Do you have a formal policy and/or form	nal strategy on flexible working arra	angements?				
☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy						
No (you may specify why no formal pol	icy or formal strategy is in place) llease enter date this is due to be com	ppleted				
☐ Insufficient resources/expertise☐ Don't offer flexible arrangement☐ Not a priority	s					
Other (provide details):						
_	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?					
☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy						
No (you may specify why no formal pol	icy or formal strategy is in place) llease enter date this is due to be com	ppleted				
☐ Included in award/industrial or v ☐ Not a priority ☐ Other (provide details):	vorkplace agreement					
Do you offer any other support mechan (eg, employer-subsidised childcare, bre		ees with family or caring responsibilities				
⊠ Yes						

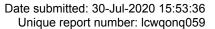






∐ No	(you may specify why non-leave based measures are not in place)
	Currently under development, please enter date this is due to be completed
	Insufficient resources/expertise
	Not a priority
	Other (provide details):
11.1	Please calcut what curport mechanisms are in place and if they are available at all worksites
11.1	Please select what support mechanisms are in place and if they are available at all worksites. • Where only one worksite exists, for example a head-office, select "Available at all worksites".
	where only one worksite exists, for example a nead-onice, select. Available at all worksites.
	☐ Employer subsidised childcare
	Available at some worksites only
	⊠ Available at all worksites
	☐ On-site childcare
	Available at some worksites only
	☐ Breastfeeding facilities
	☐ Available at some worksites only
	☐ Available at all worksites
	Childcare referral services
	Available at some worksites only
	Available at all worksites
	Internal support networks for parents
	Available at some worksites only
	☐ Available at all worksites
	Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave
	when an employee returns from leave) Available at some worksites only
	☐ Available at some worksites only ☐ Available at all worksites
	☐ Information packs to support new parents and/or those with elder care responsibilities
	Available at some worksites only
	Available at all worksites
	Referral services to support employees with family and/or caring responsibilities
	Available at some worksites only
	Available at all worksites
	☐ Targeted communication mechanisms, for example intranet/ forums
	Available at some worksites only
	☐ Available at all worksites
	Support in securing school holiday care
	Available at some worksites only
	☐ Available at all worksites
	Coaching for employees on returning to work from parental leave
	Available at some worksites only
	☐ Available at all worksites
	☐ Parenting workshops targeting mothers ☐ Available at some worksites only
	☐ Available at some worksites only ☐ Available at all worksites
	Parenting workshops targeting fathers
	Available at some worksites only
	Available at all worksites
	☐ None of the above, please complete question 11.2 below
Do yo	u have a formal policy and/or formal strategy to support employees who are experiencing family or domestic
violen	ice?
⊠ Ye	s (select all applicable answers)
_	☐ Strategy
☐ No	(you may specify why no formal policy or formal strategy is in place)
	Currently under development, please enter date this is due to be completed
	Insufficient resources/expertise
	Included in award/industrial or workplace agreements
	Not aware of the need
	☐ Not a priority ☐ Other (please provide details):
	LEA AUGUSTA DIGGGE UTUNUE UEIGUST

12.





14.



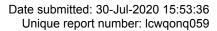
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support
	employees who are experiencing family or domestic violence?

Employee assistance program (including access to a psychologist, chaplain or counsellor)
Training of key personnel
☐ A domestic violence clause is in an enterprise agreement or workplace agreement
☐ Workplace safety planning
Access to paid domestic violence leave (contained in an enterprise/workplace agreement)
 Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)
☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) ☐ Access to unpaid leave
□ Access to dripald leave □ Confidentiality of matters disclosed
☐ Referral of employees to appropriate domestic violence support services for expert advice
☑ Protection from any adverse action or discrimination based on the disclosure of domestic violence
☐ Flexible working arrangements
Provision of financial support (e.g. advance bonus payment or advanced pay)
Offer change of office location
☐ Emergency accommodation assistance
Access to medical services (e.g. doctor or nurse)
Other (provide details):
☐ No (you may specify why no other support mechanisms are in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not aware of the need
☐ Not a priority
☐ Other (provide details):
Where any of the falls wine autience are evallable in value would be a continue available to both woman
Where any of the following options are available in your workplace, are those option/s available to both women AND men?
flexible hours of work
compressed working weeks
• time-in-lieu
telecommuting
part-time work
job sharing
carer's leave
purchased leave
unpaid leave.
Options may be offered both formally and/or informally.
For example, if time-in-lieu is available to women formally but to men informally, you would select NO.
M Vee the ention/a in place are evallable to both woman and trace
 ✓ Yes, the option/s in place are available to both women and men. ☐ No, some/all options are not available to both women AND men.
בן ואט, סטווופימוו טףנוטוו <i>ס מופ ווטנ מ</i> עמוומטופ נט טטנוו אטווופוו אואט ווופוו.

14.1 Which options from the list below are available? Please tick the related checkboxes.

Unticked checkboxes mean this option is NOT available to your employees.

Man	Managers		Non-managers	
Formal	Informal	Formal Informal		
	\boxtimes		\boxtimes	
\boxtimes		\boxtimes		
	\boxtimes			
\boxtimes		\boxtimes		
\boxtimes		\boxtimes		
\boxtimes		\boxtimes		
	Formal	Formal Informal	Formal Informal Formal Informal Formal Informal Formal Informal Formal Informal Formal Informal Formal	

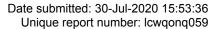






		 ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☑ Not a priority ☐ Other (provide details):
	14.4	If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:
		equality indicator 5: Consultation with employees on issues ing gender equality in the workplace
		quality indicator seeks information on what consultation occurs between employers and employees on issues nder equality in the workplace.
15.	Have y	you consulted with employees on issues concerning gender equality in your workplace?
	☐ Yes ⊠ No	(you may specify why you have not consulted with employees on gender equality) ☐ Not needed (provide details why): ☐ Insufficient resources/expertise ☐ Not a priority ☑ Other (provide details): ☐ Lots of opportunities are available for staff to raise any issues in regards to gender equality i.e. staff association, exit interviews, union , EVP , staff values survey.
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Gen	nder	equality indicator 6: Sex-based harassment and discrimination
particip	pation. S	n of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.
16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
		s (select all applicable answers) ☑ Policy ☐ Strategy (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details):

14.3 You may specify why any of the above options are NOT available to your employees.





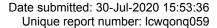


	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
		 Yes No (you may specify why a grievance process is not included) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority □ Other (provide details):
17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
		s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units Other (provide details): (you may specify why this training is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):
	17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)







Gender composition proportions in your workplace

Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press **Submit** at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- 3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 66.7% females and 33.3% males.

Promotions

- 2. 83.3% of employees awarded promotions were women and 16.7% were men
 - i. 75.0% of all manager promotions were awarded to women
 - ii. 100.0% of all non-manager promotions were awarded to women.
- 3. 43.0% of your workforce was part-time and 33.3% of promotions were awarded to part-time employees.

Resignations

- 4. 56.7% of employees who resigned were women and 43.3% were men
 - i. 0.0% of all managers who resigned were women
 - ii. 63.0% of all non-managers who resigned were women.
- 5. 43.0% of your workforce was part-time and 23.3% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 0.0% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. N/A non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access List of employee organisations: Independent Education Union CEO sign off confirmation Name of CEO or equivalent: Dr John Newton CEO signature: Date: