



Public report

2018-19

Submitted by

Legal Name: Scotch College Incorporated







Organisation and contact details

Submitting organisation details	Legal name	Scotch College Incorporated		
g g	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	245		



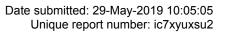


Workplace profile

Manager

Manager equipational estageries	Deporting level to CEO	Employment status	No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	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	5	9	
		Full-time contract	0	0	0	
Key management personnel		Part-time permanent	1	0	1	
		Part-time contract	0	0	0	
		Casual	0	0	0	
	-2	Full-time permanent	9	15	24	
		Full-time contract	1	1	2	
		Part-time permanent	0	2	2	
		Part-time contract	0	0	0	
Other managers		Casual	0	0	0	
Other managers		Full-time permanent	3	2	5	
		Full-time contract	0	0	0	
	-3	Part-time permanent	1	2	3	
		Part-time contract	0	0	0	
		Casual	1	0	1	
Grand total: all managers			20	28	48	

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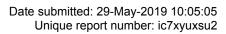


Workplace profile

Non-manager

Non manager accumptional estagerica	Employment status	No. of employees (excluding gra	aduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Total ampleyage
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	28	19	0	0	0	0	47
	Full-time contract	12	4	0	0	0	0	16
Professionals	Part-time permanent	24	1	0	0	0	0	25
	Part-time contract	9	1	0	0	0	0	10
	Casual	3	2	0	0	0	0	5
	Full-time permanent	1	8	0	0	0	0	9
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	4	2	0	0	0	0	6
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	0	0	0	0	0	1
	Full-time permanent	0	1	0	0	0	0	1
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	2	0	0	0	0	0	2
	Casual	14	12	0	0	0	0	26
	Full-time permanent	7	0	0	0	0	0	7
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	22	0	0	0	0	0	22
	Part-time contract	4	2	0	0	0	0	6
	Casual	1	0	0	0	0	0	1
	Full-time permanent	0	0	0	0	0	0	0
Sales	Full-time contract	0	0	0	0	0	0	0
	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 graduate	s (if applicable)	applicable) No. of apprentices (if applicable)		Total employees
Non-manager occupational categories	Employment status	F	M	F	M	F	М	Total 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	3	1	0	0	0	0	4
	Part-time contract	0	0	0	0	0	0	0
	Casual	6	1	0	0	0	0	7
	Full-time permanent	0	0	0	0	0	0	0
Others	Full-time contract	0	0	0	0	0	0	0
	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
Grand total: all non-managers		143	54	0	0	0	0	197

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Reporting questionnaire

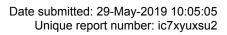
Gender equality indicator 1: Gender composition of workforce

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 2018 to 31 March 2019. (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 29 September 2017 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	0	0	0	0
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	1	0	0	0
Fixed-term contract part-time employees	0	0	0	1
Casual employees	0	0	0	0

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

IMPORTANT: promotions need to be added to these totals because they are considered internal appointments.

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	1	0
Number of appointments made to NON-MANAGER roles (including promotions)	0	1

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

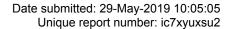
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	1	0	1	1
Permanent/ongoing part-time employees	0	0	1	0
Fixed-term contract full-time employees	0	0	1	1
Fixed-term contract part-time employees	0	0	5	0
Casual employees	0	0	0	0

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.



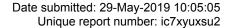


2.1



2.1	Please answer the following que	estions relating to each governing bo	dy 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	How many Chairs on this gover	ning body?						
		Female	Male					
	Number	0	1					
2.1c.1	How many other members are o	on this governing body (excluding the	Chair/s)?					
		Female	Male					
	Number	4	4					
	☐ Insufficient resources/e☐ Do not have control ove☐ Not a priority☐ Other (provide details):	er governing body/board appointments (provide details why):					
2.1g.1	Are you reporting on any other ☐ Yes ☑ No	organisations in this report?						
2.2	Do you have a formal selection organisations covered in this re		y for governing body members for ALL					
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy 							
	☐ No (you may specify why no formal selection policy or formal selection strategy is in place) ☐ In place for some governing bodies ☐ Currently under development, please enter date this is due to be completed							
	☐ Insufficient resources/e☐ Do not have control ove☐ Not a priority☐ Other (provide details):	xpertise er governing body appointments (provide	e details why)					
2.3		as a partnership structure (i.e. select Ltd or Inc; or an "unincorporated" en						

☐ 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 yo	ou have a formal policy and/or formal strategy on remuneration generally?
		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 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)?
	⊠ No room qualifi	ss - 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): (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 locations) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there of discretion in pay changes (because pay increases can occur with some discretion such as performance sments) 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



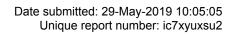


supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

	IMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having or responsibility for the day-to-day care of a child.
	u provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND n addition to any government funded parental leave scheme for primary carers?
time or No. indicate time or No. paid paid paid paid paid paid paid paid	G. (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 ver 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 e 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 ver 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 men ONLY. (Please indicate how employer funded arental 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 ver 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) not 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
carers	r organisation would like to provide additional information on your paid parental leave for primary 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. <10% 10-20% 21-30% 31-40% 41-50% 51-60%
	time or No, paid pa

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

5.3

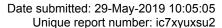






6.		ECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ary carer.
		ou provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and en, in addition to any government funded parental leave scheme for secondary carers?
	□ No	o, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) on, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY to (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.		ur 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.		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	0







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	4	0	0	3	

- 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.

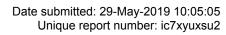
	Female	Male
Managers	0	0

- 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

9.	Do you have a formal policy and/or formal strategy on flexible working arrangements?
	 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 □ Don't offer flexible arrangements □ Not a priority ☑ Other (provide details):
	Included in Enterprise Agreement. We also a special leave policy and retirement policy which deals with issues around flexible working arrangements.
10.	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 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):

11. Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?

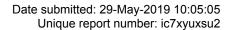






Yes	
☐ No (you may specify why non-leave based measures are not in place)
	Currently under development, please enter date this is due to be completed
	Insufficient resources/expertise
	□ Not a priority
	☐ Other (provide details):
11.1	Please select what support mechanisms are in place and if they are available at all worksites.
	 Where only one worksite exists, for example a head-office, select "Available at all worksites".
	Available at some worksites only
	☑ On-site childcare
	Available at some worksites only
	☐ Available at all worksites
	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 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 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 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 you	have a formal policy and/or formal strategy to support employees who are experiencing family or domestic
violence	
	(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 ☐ Included in award/industrial or workplace agreements
	☐ Not aware of the need

12.







	☐ Not a priority ☐ Other (please provide details):
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?
	 Yes (select all applicable answers) ☑ 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 unpaid 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):
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men? Ilexible hours of work compressed working weeks time-in-lieu telecommuting part-time work job sharing carer's 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. 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.
	 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.



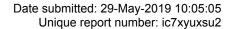


	Mar	Managers		Non-managers	
	Formal	Informal	Formal	Informal	
Flexible hours of work			\boxtimes		
Compressed working weeks		\boxtimes			
Time-in-lieu			\boxtimes		
Telecommuting		\boxtimes			
Part-time work		\boxtimes			
Job sharing		\boxtimes			
Carer's leave			\boxtimes		
Purchased leave					
Unpaid leave					

	Job sharing				
	Carer's leave	\boxtimes		\boxtimes	
	Purchased leave				
	Unpaid leave	\boxtimes		\boxtimes	
14.3	You may specify why any of the above option Currently under development, please enter description in large in the provided in		_	employees.	
14.4	If your organisation would like to provide add please do so below:	litional inform	ation relating to	gender equa	ality indicator 4,
Concerion This gender	requality indicator 5: Consul- ning gender equality in the w equality indicator seeks information on what consulender equality in the workplace.	orkplace	•		
□Y€	o (you may specify why you have not consulted wit			·	
_	 Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details): Lots of opportunities are available for staff to exit interviews, union , EVP , staff values sur 	raise any issu			y i.e. staff association,
15.3	If your organisation would like to provide add please do so below.	litional inform	ation relating to	gender equa	ality indicator 5,

Gender equality indicator 6: Sex-based harassment and discrimination

The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.





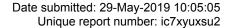


16.	Do you	have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	[(select all applicable answers) ⊠ Policy □ Strategy
		you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):
		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 you	provide training for all managers on sex-based harassment and discrimination prevention?
		- 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
	17.1 I	 Not a priority Other (provide details): If your organisation would like to provide additional information relating to gender equality indicator 6,
	ı	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 66.5% females and 33.5% males.

Promotions

- 2. 50.0% of employees awarded promotions were women and 50.0% were men
 - i. 100.0% of all manager promotions were awarded to women
 - ii. 0.0% of all non-manager promotions were awarded to women.
- 3. 33.5% of your workforce was part-time and 50.0% of promotions were awarded to part-time employees.

Resignations

- 4. 81.8% of employees who resigned were women and 18.2% were men
 - i. 100.0% of all managers who resigned were women
 - ii. 80.0% of all non-managers who resigned were women.
- 5. 33.5% of your workforce was part-time and 54.5% 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 (IEU SA) CEO sign off confirmation Name of CEO or equivalent: Dr John H Newton CEO signature: Date: