



Public report

2016-17

Submitted by

Legal Name: Essendon Football Club







Organisation and contact details

Submitting organisation details	Legal name	Essendon Football Club	
	ABN	22004286373	
	ANZSIC	R Arts and Recreation Services 9112 Sports and Physical Recreation Clubs and Sports Professionals	
	Business/trading name/s	Essendon Football Club	
	ASX code (if applicable)		
	Postal address	PO Box 17	
		ESSENDON VIC 3040	
		AUSTRALIA	
	Organisation phone number	0383402198	
Reporting structure	Number of employees covered by this report	302	



Workplace profile

Manager

				2	موميداسي بور
Manager occupational categories	Reporting level to CEO	Employment status	1	П	NO. OI elliployees
			ட	∑	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	0	9	9
		Full-time contract	0	0	0
Key management personnel	-1	Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
Other executives/General managers	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	4	9	10
		Full-time contract	1	2	3
	-2	Part-time permanent	1	0	1
		Part-time contract	0	1	1
Social Manager		Casual	0	0	0
Sello Malagers		Full-time permanent	0	2	2
		Full-time contract	0	2	2
	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	1	2
		Full-time contract	0	0	0
Other managers	-2	Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	_	0	1



M	(T () of long 1 miles on C	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4		Š	No. of employees
Manager occupational categories	Reporting level to CEO	Employment status	ш	M	Total employees
		Full-time permanent	2	2	4
		Full-time contract	0	1	1
	ဇှ	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	2	4
		Full-time contract	0	0	0
	4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			14	27	41



Workplace profile

Non-manager

	0.4040 40000000000000000000000000000000	No. of employees (excluding	xcluding graduates and apprentices)	No. of graduates	of graduates (if applicable)	No. of apprentices (if applicable)	s (if applicable)	
Non-manager occupational categories	Employment status	Ь	Σ	Ь	V	Ь	Σ	l otal employees
	Full-time permanent	3	13	0	0	0	0	16
	Full-time contract	0	61	0	0	0	0	61
Professionals	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	l	0	0	0	0	1
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	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	5	8	0	0	0	0	13
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	18	3	0	0	0	0	21
	Part-time contract	0	0	0	0	0	0	0
	Casual	48	42	0	0	0	0	06
	Full-time permanent	2	3	0	0	0	0	10
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	2	0	0	0	0	0	7
	Part-time contract	0	0	0	0	0	0	0
	Casual	2	2	0	0	0	0	6
	Full-time permanent	1	3	0	0	0	0	4
	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	2	8	0	0	0	0	15
	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



Colingation Consistent and According wolf	outoto taomiolam	No. of employees (excluding	graduates and apprentices)	No. of graduates	of graduates (if applicable)	No. of apprentices (if applicable)	(if applicable)	
Noti-inaliagel occupational categories	Employment status	Н	M	F	M	Э	M	i otal empioyees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	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	3	0	0	0	0	3
	Full-time contract	0	1	0	0	0	0	1
Others	Part-time permanent	0	1	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	8	0	0	0	0	6
Grand total: all non-managers		104	157	0	0	0	0	261





Reporting questionnaire

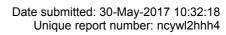
Gender equality indicator 1: Gender composition of workforce

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 means 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 2016 to 31 March 2017. (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)
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 new appointments were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)? IMPORTANT: this should incorporate appointments from both external and internal sources (including all promotions).

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	7	11
Number of appointments made to NON-MANAGER roles (including promotions)	36	33

1.11 How many employees were promoted during the reporting period against each category below? IMPORTANT: Because promotions are included in the number of appointments in Q1.10, the number of promotions should never exceed appointments.

	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	3	4	1	1
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	2	0	1
Fixed-term contract part-time employees	0	0	0	0
Casual employees	1	0	0	0

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

	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	5	1	6
Permanent/ongoing part-time employees	0	0	1	2
Fixed-term contract full-time employees	0	2	1	19
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	16	5

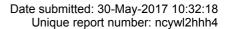
1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

Club has formed a Gender Equality Steering Committee who meet on a quarterly basis to review progress against gender strategy & targets

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.



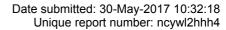




Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

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.

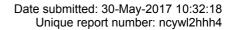
2.1a.1	Organisation name?		
	Essendon Football Club		
2.1b.1	How many Chairs on this governing bo	ody?	
		Female	Male
	Number	0	1
2.1c.1	How many other members are on this	governing body (excluding the Chair/s	;)?
		Female	Male
	Number	1	7
	Currently under development,Insufficient resources/expertise	nder balance (e.g. 40% women/40% men please enter date this is due to be compl	eted
2.1e.1	What is the percentage (%) target?		
	33		
2.1f.1	What year is the target to be reached?		
	2021		
2.1g.1	Are you reporting on any other organis	sations in this report?	
	☐ Yes ⊠ No		
2.2	Do you have a formal selection policy for ALL organisations covered in this I	and/or formal selection strategy for go eport?	overning body members
	✓ Yes (select all applicable answers)✓ Policy✓ Strategy		
	☐ No (you may specify why no formal se		is in place)
		please enter date this is due to be compl	eted
	☐ Insufficient resources/expertise	erning body appointments (provide details	why)
	☐ Not a priority ☐ Other (provide details):	g 2007 appointmonto (provide detailo	







	2.3	Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?
		⊠ No
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
Ge	nder	equality indicator 3: Equal remuneration between women and men
	l remune er equal	eration between women and men is a key component of improving women's economic security and progressing ity.
3.	Do yo	ou have a formal policy and/or formal strategy on remuneration generally?
	⊠ Ye	s (select all applicable answers) □ Policy
	□No	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):
	3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
	.	☐ Yes (provide details in question 3.2 below)
		 No (you may specify why pay equity objectives are not included in your formal policy or formal strategy) ☐ Currently under development, please enter date this is due to be completed ☐ Salaries set by awards/industrial or workplace agreements
		 ☐ Insufficient resources/expertise ☑ Non-award employees paid market rate
		☐ Not a priority ☐ Other (provide details):
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	s - 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	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
	room	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)
	IS roc	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 isments)
	43368	⊠ Non-award employees paid market rate





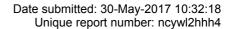
4.2



☐ Not a priority ☐ Other (provide details):
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

emplo suppo o co	oyment to orting en mbine pa	will enable the collection and use of information from relevant employers about the availability and utility of erms, conditions and practices relating to flexible working arrangements for employees and to working arrangements inployees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men aid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental utility 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 indical time of paid p	s. (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 te 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 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 gap between the employee's salary and the government's paid parental leave scheme By paying the gap between the employee's salary and 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:
		6
5a.	carer	r 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.
	Contir	nuous Services between 2 - 5 years employee's receive 6 weeks paid maternity leave. nuous Service over 5 years employee's receive 12 weeks paid maternity leave. paid on commencement of leave & 1/2 is paid on return to workplace







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% □ 61-70% □ 71-80% □ 81-90% □ 91-99% □ 100%
	CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ry carer.
	u provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and n, in addition to any government funded parental leave scheme for secondary carers?
☐ No	we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave), 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:
	5
	r organisation would like to provide additional information on your paid parental leave for SECONDARY RS 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%
	primal Do yo wome Yes No. No.

How many 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
Managers	0	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	Primary carer's leave		r's leave
	Female	Male	Female	Male
Non-managers	0	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.

	Females	Males
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.

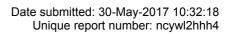
	Female	Male
Non-managers	0	0

9.	Do you have a farme	l naliau and/ar farma	I atratagy on flav	ible working arrangements?
J .	DO VOU Have a forma	ii bolicy aliu/or iorilla	i Strateuv on nex	ible 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):

10. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

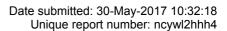
∑ Yes (select all applicable answers)
Policy
☐ Strategy
☐ No (you may specify why no formal policy or formal strategy is in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Included in award/industrial or workplace agreement
☐ Not 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 31 March 2018 Insufficient resources/expertise Not a priority Other (provide details):
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	 ✓ 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 agreements ☐ Not aware of the need ☐ 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 aware of the need Not apriority 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? Illustration floating weeks time-in-lieu part-time work job sharing





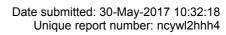


⊠ Ye	s, the option/s in place are available to wo s, to option/s in place are available to bot s, some/all options are not available to bot	oth women and men.		, ,			
14.1	Which options from the list below are Unticked checkboxes mean the						
		Man	agers	Non-m	nanagers		
		Formal	Informal	Formal	Informal		
	Flexible hours of work			\boxtimes			
	Compressed working weeks			\boxtimes			
	Time-in-lieu		\boxtimes	\boxtimes	\boxtimes		
	Telecommuting						
	Part-time work			\boxtimes			
	Job sharing			\boxtimes			
	Carer's leave			\boxtimes			
	Purchased leave						
	Unpaid leave			\boxtimes			
	☐ Incufficient recourses/expertise	☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details): If your organisation would like to provide additional information relating to gender equality indicator 4 please do so below:					
14.4	Other (provide details): If your organisation would like to pro	vide additional inform	nation relating t	to gender equa	ality indicator 4		
	☐ Not a priority ☐ Other (provide details): If your organisation would like to proplease do so below:						
ender	☐ Not a priority ☐ Other (provide details): If your organisation would like to pro	onsultation wi	ith emplo				
ender Oncerr	□ Not a priority □ Other (provide details): If your organisation would like to proplease do so below: equality indicator 5: Co	ensultation wi	ith emplo	yees on	issues		
ender Oncerr is gender e ncerning ge	Not a priority ☐ Other (provide details): If your organisation would like to proplease do so below: equality indicator 5: Coning gender equality in the equality indicator seeks information on where the provided in the equality indicator seeks information on where the equality indicator seeks information on which is the equality indicator seeks information on the equality indicator seeks in equality	onsultation withe workplace	ith emplo e petween employ	yees on vers and employ	issues /ees on issues		
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How did you consult with employees on issues concerning gender equality in your workplace?

☑ Survey☑ Consultative committee or group

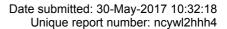
15.1







		 ☑ Focus groups ☑ Exit interviews ☐ Performance discussions ☑ Other (provide details): External speakers
	15.2	Who did you consult?
		 ☑ All staff ☐ Women only ☐ Men only ☐ Human resources managers ☐ Management ☐ Employee representative group(s) ☐ Diversity committee or equivalent ☐ Women and men who have resigned while on parental leave ☐ Other (provide details):
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Ger	nder	equality indicator 6: Sex-based harassment and discrimination
partici	pation.	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?
	⊠ Ye:	s (select all applicable answers) ☐ Policy
	□No	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):
	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?
	⊠ Yes	s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more





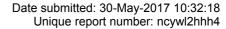


17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:
□ No	☐ Other (provide details): (you may specify why this training is not provided) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):
	☐ Varies across business units

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 39.1% females and 60.9% males.

Promotions

- 2. 38.5% of employees awarded promotions were women and 61.5% were men
 - i. 40.0% of all manager promotions were awarded to women
 - ii. 33.3% of all non-manager promotions were awarded to women.
- 3. 10.9% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 32.8% of employees who resigned were women and 67.2% were men
 - i. 0.0% of all managers who resigned were women
 - ii. 37.3% of all non-managers who resigned were women.
- 5. 10.9% of your workforce was part-time and 5.2% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- N/A 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:					
Lisa Lawry					
CEO sign off confirmation					
Name of CEO or equivalent:	Confirmation CEO has signed the report:				
Xavier Campbell					
CEO signature:	Date:				