



Public report

2018-19

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	0417393732
Reporting structure	Number of employees covered by this report	359

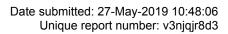




Workplace profile

Manager

Managan assumational asteroxica	Deposition level to CEO	Fundament 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	1	2	3		
		Full-time contract	0	3	3		
Key management personnel	-1	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	1	2	3		
	-2	Full-time contract	0	0	0		
Other executives/General managers		Part-time permanent	0	0	0		
·		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	3	8	11		
		Full-time contract	1	2	3		
	-2	Part-time permanent	2	1	3		
		Part-time contract	0	0	0		
Conjer Managara		Casual	0	0	0		
Senior Managers		Full-time permanent	0	1	1		
		Full-time contract	0	0	0		
	-3	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	0	3	3		
		Full-time contract	0	0	0		
Other managers	-2	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		







Manager occupational categories	Reporting level to CEO Employment status			N	o. of employees
ivianagei occupational categories			F	М	Total employees
		Full-time permanent	2	6	8
		Full-time contract	0	6	6
	-3	Part-time permanent	1	0	1
	Par	Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	3	1	4
		Full-time contract	0	0	0
	-4	Part-time permanent	0	0	0
	F	Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			14	36	50

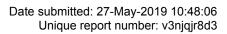




Workplace profile

Non-manager

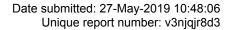
Non manager equipational estagaries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	es (if applicable)	No. of apprentic	es (if applicable)) Total ampleyage	
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees	
	Full-time permanent	7	8	1	2	0	0	18	
	Full-time contract	0	60	0	0	0	0	60	
Professionals	Part-time permanent	3	1	0	0	0	0	4	
	Part-time contract	0	1	0	0	0	0	1	
	Casual	5	10	0	0	0	0	15	
	Full-time permanent	2	1	0	0	0	0	3	
	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	9	6	0	0	0	0	15	
	Full-time contract	0	0	0	0	0	0	0	
Community and personal service	Part-time permanent	6	5	0	0	0	0	11	
	Part-time contract	0	0	0	0	0	0	0	
	Casual	63	43	0	0	0	0	106	
	Full-time permanent	7	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	2	
	Part-time contract	0	0	0	0	0	0	0	
	Casual	1	0	0	0	0	0	1	
	Full-time permanent	0	2	0	0	0	0	2	
	Full-time contract	0	0	0	0	0	0	0	
Sales	Part-time permanent	1	0	0	0	0	0	1	
	Part-time contract	0	0	0	0	0	0	0	
	Casual	6	8	0	0	0	0	14	
	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	







Non-manager occupational categories	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduates (if 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	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	3	3	0	0	0	0	6	
	Full-time contract	0	6	0	0	0	0	6	
Others	Part-time permanent	0	2	0	0	0	0	2	
	Part-time contract	0	1	0	0	0	0	1	
	Casual	22	9	0	0	0	0	31	
Grand total: all non-managers		137	169	1	2	0	0	309	







Additional Information regarding Workplace Profile

We are an AFL club with special pay circumstances for players and high profile employees





Reporting questionnaire

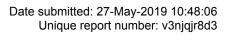
Gender equality indicator 1: Gender composition of workforce

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 ☐ 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	4	2	4
Permanent/ongoing part-time employees	1	0	0	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
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)	6	8
Number of appointments made to NON-MANAGER roles (including promotions)	78	72

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

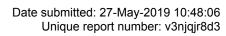
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	5	5	7
Permanent/ongoing part-time employees	0	0	5	1
Fixed-term contract full-time employees	0	0	0	13
Fixed-term contract part-time employees	0	0	4	1
Casual employees	1	0	55	16

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.

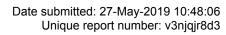
2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity,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







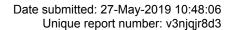
2.1	Please answer the following questions relating to each governing body covered in this report.				
	Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.				
	If your organisation's governing body is the 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?				
	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	s)? Male		
	Number	2	6		
	.1 Has a target been set to increase the representation of women on this governing body? ☐ Yes ☐ No (you may specify why a target has not been set) ☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Do not have control over governing body/board appointments (provide details why): ☐ Not a priority ☐ Other (provide details):				
2.16.1	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		overning body members		
	☐ In place for some governing bo☐ Currently under development,☐ Insufficient resources/expertise	please enter date this is due to be compl	eted		







		Other (provide details):
	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)?
		☐ Yes ☑ No
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
	_	
Gen	der	equality indicator 3: Equal remuneration between women and men
	emune equalit	ration between women and men is a key component of improving women's economic security and progressing y.
3.	Do you	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Yes	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.		rou analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. cted a gender pay gap analysis)?
		- 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
	qualific IS roor	or discretion in pay changes (for example because pay increases occur only when there is a change in tenure or eations) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there in for discretion in pay changes (because pay increases can occur with some discretion such as performance ements)





4.2



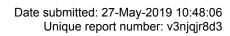
Non-award employees paid market rateNot a priorityOther (provide details):
If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

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

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

	aid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental uality and to maximising Australia's skilled workforce.
	RIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having ter 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) by the offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please steen the wemployer 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 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) by the original 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) by 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:

carers e.g. eligibility period, where applicable the maximum number of weeks provided, and other arrangements 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% ☐ 61-70% ☐ 71-80% ☐ 81-90% ☐ 91-99% ☐ 100%
	5.3	Please indicate whether your employer funded paid parental leave for primary carers covers:
		☑ Adoption☐ Surrogacy☑ Stillbirth
6.		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 en, in addition to any government funded parental leave scheme for secondary carers?
	☐ No	s, 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 to eligible employees:
6a.		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%





	100%
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6.3 Plea	se indicate whe	ther your en	aploye	er tunded	paid	parental	leave to	r secondary	carers co	vers
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✓ Adoption✓ Surrogacy✓ Stillbirth

7. 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	2	0	0	1	

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	2	0	1	0	

- 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.

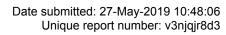
	Female	Male
Managers	0	0

- 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

Q	Do you have a	formal policy a	nd/or formal strate	eav on flexible workii	na 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	t
☐ Insufficient resources/expertise	
□ Don't offer flexible arrangements	
☐ Not a priority	
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 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 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):
Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domesti 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):
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):

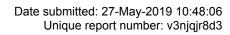




A	Option or exa ☑ Yes	any of the following options a ten? flexible hours of work compressed working weeks time-in-lieu telecommuting part-time work job sharing carer's leave purchased leave unpaid leave. s may be offered both formall ample, if time-in-lieu is availate the option/s in place are availate some/all options are not availate	ly and/or informa ole to women for able to both wome	illy. mally but to n and men.			
1	4.1	Which options from the list b Unticked checkboxes					
				Mar	nagers	Non-m	anagers
				Formal	Informal	Formal	Informal
	-	Flexible hours of work					
		Compressed working weeks		$\overline{\boxtimes}$			
		Time-in-lieu		\boxtimes			\boxtimes
	-	Telecommuting					
		Part-time work		\boxtimes			
		Job sharing		$\overline{\boxtimes}$			
	-	Carer's leave					
		Purchased leave		$\overline{\boxtimes}$		\boxtimes	
		Unpaid leave		$\overline{\boxtimes}$			
1	4.3	You may specify why any of t Currently under developmer Insufficient resources/expert Not a priority Other (provide details):	nt, please enter da		-		
1		If your organisation would lik please do so below:	e to provide add	itional inforn	nation relating t	to gender equa	lity indicator 4,
CONC This gen	ern der ed	equality indicator ing gender equality indicator seeks information ander equality in the workplace.	y in the w	orkplac	e	-	

Have you consulted with employees on issues concerning gender equality in your workplace?

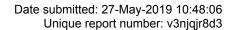
15.







	☐ 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):
1	15.1	How did you consult with employees on issues concerning gender equality in your workplace?
		 Survey Consultative committee or group Focus groups Exit interviews Performance discussions Other (provide details): External Speakers
1	15.2	Who did you consult?
1	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
The prev	ventior	equality indicator 6: Sex-based harassment and discrimination 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. D	ο γοι	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
٥	⊠ Yes	s (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):
1	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





17.



	☐ Not a priority ☐ Other (provide details):
Do yo	ou provide training for all managers on sex-based harassment and discrimination prevention?
	es - 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.)

Introducing a women's football team to the VFL Women's league





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 42.3% females and 57.7% males.

Promotions

- 2. 38.5% of employees awarded promotions were women and 61.5% were men
 - i. 42.9% of all manager promotions were awarded to women
 - ii. 33.3% of all non-manager promotions were awarded to women.
- 3. 7.2% of your workforce was part-time and 7.7% of promotions were awarded to part-time employees.

Resignations

- 4. 61.9% of employees who resigned were women and 38.1% were men
 - i. 16.7% of all managers who resigned were women
 - ii. 64.5% of all non-managers who resigned were women.
- 5. 7.2% of your workforce was part-time and 9.7% 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.

Confirmation CEO has signed the report:
Date: