



Public report

2019-20

Submitted by

Legal Name: Salesian College Sunbury





Organisation and contact details

Submitting organisation details	Legal name	Salesian College Sunbury				
	ABN	47241776379				
	ANZSIC	P Education and Training 8022 Secondary Education				
	Business/trading name/s					
	ASX code (if applicable)					
	Postal address	1 Macedon Street				
		SUNBURY VIC 3429				
		AUSTRALIA				
	Organisation phone number	0397440000				
Reporting structure	Number of employees covered by this report	174				



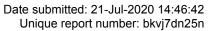


Workplace profile

Manager

Manager occupational categories	Reporting level to CEO	Employment status		No. of employees			
ivianager 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		
	-1	Full-time permanent	0	0	0		
		Full-time contract	2	2	4		
Key management personnel		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	1	1		
Other managers	-2	Part-time permanent	1	0	1		
		Part-time contract	0	1	1		
		Casual	0	0	0		
Grand total: all managers	_	_	4	6	10		

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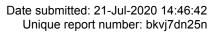


Workplace profile

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	38	29	0	0	0	0	67
	Full-time contract	4	1	2	1	0	0	8
Professionals	Part-time permanent	23	4	0	0	0	0	27
	Part-time contract	3	3	0	0	0	0	6
	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
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	1	0	0	0	0	0	1
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	3	1	0	0	0	0	4
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	10	1	0	0	0	0	11
	Full-time contract	1	0	0	0	0	0	1
Clerical and administrative	Part-time permanent	2	0	0	0	0	0	2
	Part-time contract	1	0	0	0	0	0	1
	Casual	1	0	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
Sales	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0

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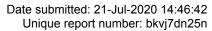






Non manager acquiretianal estagerica	Employment status	No. of employees (excluding gra	aduates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total ampleyees
Non-manager occupational categories	Employment status	F	М	F	M	F	М	Total employees
	Full-time permanent	0	7	0	0	0	0	7
	Full-time contract	1	0	0	0	0	0	1
Labourers	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	0	2	0	0	0	0	2
	Casual	0	0	0	0	0	0	0
	Full-time permanent	4	1	0	0	0	0	5
	Full-time contract	2	1	0	0	0	0	3
Others	Part-time permanent	13	1	0	0	0	0	14
	Part-time contract	1	1	0	0	0	0	2
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		109	52	2	1	0	0	164

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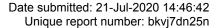






Additional Information regarding Workplace Profile

No further information provided







Reporting questionnaire

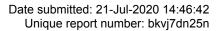
Gender equality indicator 1: Gender composition of workforce

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

NB. IMPORTANT:

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

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







 ✓ 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 Talent identification/identification of high potentials ✓ Yes (select all applicable answers)
Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Talent identification/identification of high potentials
_
☐ 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
Succession planning
 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
Training and development
 ☑ 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
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
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 Catholic Secondary College. WGEA balance not perceived as an issue with significant female representation at all levels of the College ☐ 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	1	2	0	1
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

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

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	5	5
Number of appointments made to NON-MANAGER roles (including promotions)	21	13

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

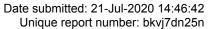
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	1	5	6
Permanent/ongoing part-time employees	1	0	3	0
Fixed-term contract full-time employees	0	0	2	1
Fixed-term contract part-time employees	0	0	8	2
Casual employees	0	0	0	0

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 Please answer the following questions relating to each governing body covered in this report.



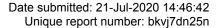




Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

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.

	Salesian College Sunbury							
	Salesian College Sumbury							
2.1b.1	What gender is the Chair on this governing body (if the role of the Chair rotates, enter the gender of the Chair at your last meeting)?							
		Female	Male					
	Number	0	1					
2.1c.1	How many other members are on	this governing body (excluding the	: Chair/s)?					
		Female	Male					
	Number	4	7					
	☐ Yes ☐ No (you may specify why a targe ☐ Governing body/board ha ☐ Currently under developn ☐ Insufficient resources/exp	as gender balance (e.g. 40% women/4 ment, please enter date this is due to b pertise governing body/board appointments (10% men/20% either) be completed					
2.2	Do you have a formal selection poorganisations covered in this report Yes (select all applicable answer Policy	ort?	gy for governing body members for ALI					







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

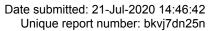
Gender equality indicator 3: Equal remuneration between women and men

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

3.	Do y	ou have a formal policy and/or formal strategy on remuneration generally?
		es (select all applicable answers) Policy Strategy O (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):
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 qualif IS roo	es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): O(you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or ications) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there om for discretion in pay changes (because pay increases can occur with some discretion such as performance issments) 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





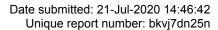


to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

	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	Is (Please indicate how employer funded paid parental leave is provided to the primary carer): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please the how employer funded paid parental leave is provided to women ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme by paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) on we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded parental leave is provided to men ONLY): By paying the employee's full salary (in addition to the government's paid parental leave scheme by paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) on the 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 Government scheme is sufficient has enter date this is due to be completed insufficient resources/expertise Government scheme is sufficient 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
carer	or organisation would like to provide additional information on your paid parental leave for primary is 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%
	time of S.1 If you carers arran

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

5.3

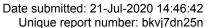






		 ☑ Adoption ☐ Surrogacy ☑ Stillbirth
6.		ECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ary carer.
		ou provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and en, in addition to any government funded parental leave scheme for secondary carers?
		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.	CĂRI	r organisation would like to provide additional information on your paid parental leave for SECONDARY ERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	6.2	 What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
		☐ <10% ☐ 10-20% ☐ 21-30% ☐ 31-40% ☐ 41-50% ☐ 51-60% ☐ 61-70% ☐ 71-80% ☐ 81-90% ☐ 91-99% ☑ 100%
	6.3	Please indicate whether your employer funded paid parental leave for secondary carers covers:
		☑ Adoption☐ Surrogacy☑ Stillbirth
7.	How empl	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	4	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	9	0	0	2

- 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.

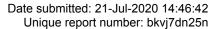
	Female	Male
Managers	1	0

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

	Female	Male
Non-managers	0	0

	Non-managers	U	U
9.	Do you have a formal policy and/or formal stra	ategy on flexible working a	arrangements?
	☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy		
	 No (you may specify why no formal policy or for a Currently under development, please of the line insufficient resources/expertise		ompleted
	Other (provide details): Flexible working arrangements made of employee and College requirements	on a case-by-case basis cor	nsistent with College values proposition and
10.	Do you have a formal policy and/or formal stra	ategy to support employee	es with family or caring responsibilities?
	 Yes (select all applicable answers) □ Policy ☑ Strategy □ No (you may specify why no formal policy or formal	enter date this is due to be o	ompleted

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







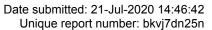
12. Do you have a formal policy and/or formal strategy to support employees who are experiencing f violence?	family or domestic
 Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter 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 employees who are experiencing family or domestic violence?	e to support
 ✓ 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 domestic violence leave (not 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 viole ☑ 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): 	t)
 14. Where any of the following options are available in your workplace, are those option/s available to AND men? flexible hours of work compressed working weeks 	to both women

- - telecommuting part-time work

 - job sharing carer's leave

 - purchased leave unpaid leave.

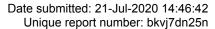
Options may be offered both formally and/or informally. For example, if time-in-lieu is available to women formally but to men informally, you would select NO.







14.1	 Which options from the list below are available? Please tick the related checkboxes. Unticked checkboxes mean this option is NOT available to your employees. 				
		Man	agers	Non-m	anagers
		Formal	Informal	Formal	Informal
	Flexible hours of work	\boxtimes	\boxtimes	\boxtimes	\boxtimes
	Compressed working weeks				
	Time-in-lieu		\boxtimes		
	Telecommuting				
	Part-time work		\boxtimes		
	Job sharing				
	Carer's leave		\boxtimes	\boxtimes	
	Purchased leave				
	Unpaid leave				
	☐ Insufficient resources/expertise☐ Not a priority☐ Other (provide details):	enter date this is due	to be completed		
14.4	Not a priority ∴		·		ility indicato
nder ncer gender	☑ Not a priority☐ Other (provide details):If your organisation would like to prov	ide additional inform	nation relating to	o gender equa	issues
nder ncer gender erning g	Not a priority Other (provide details): If your organisation would like to prov please do so below: requality indicator 5: Coining gender equality in the equality indicator seeks information on what	ide additional inform	nation relating to the emploper of the emploper of the employment	yees on the standard control of the standard control o	issues rees on issue
nder ncer gender erning g	Not a priority Other (provide details): If your organisation would like to provide details of the provide details	ide additional inform	ith emploe etween employ r equality in yo	o gender equa yees on ers and employ ur workplace?	issues rees on issue







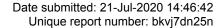
The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.

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

Other

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

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







Gender composition proportions in your workplace

Important notes:

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

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 66.1% females and 33.9% males.

Promotions

- 2. 25.0% of employees awarded promotions were women and 75.0% were men
 - i. 33.3% of all manager promotions were awarded to women
 - ii. 0.0% of all non-manager promotions were awarded to women.
- 3. 35.1% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 67.7% of employees who resigned were women and 32.3% were men
 - i. 75.0% of all managers who resigned were women
 - ii. 66.7% of all non-managers who resigned were women.
- 5. 35.1% of your workforce was part-time and 45.2% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 7.7% 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
- 100.0% of all 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 (Victoria and Tasmania) CEO sign off confirmation Name of CEO or equivalent: Mark Brockhus CEO signature: Date: