



Date Created: 31-05-2023



Australian Government



**Workplace
Gender Equality
Agency**





Date Created: 31-05-2023

2022 - 23 Gender Equality Reporting

Submitted By:

Carey Baptist College Ltd 67786892560

#Workplace Overview

Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

Recruitment: Yes

Policy

Retention: No

Insufficient resources/expertise

Performance management processes: No

Currently under development

Estimated Completion Date: 2023-06-30

Promotions: No.

Insufficient resources/expertise

Talent identification/identification of high potentials: No
Insufficient resources/expertise

Succession planning: No

Insufficient resources/expertise

Training and development: No

Currently under development

Estimated Completion Date: 2023-06-30

Key performance indicators for managers relating to gender equality:

No
Insufficient resources/expertise

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

No
Insufficient resources/expertise

4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Whilst we are having conversations around gender issues in the workplace, we have not deliberately set any targets yet.

Governing Bodies

Organisation: Carey Baptist College Ltd

1.Name of the governing body: The Board

2.Type of the governing body: Board of Directors

Number of governing body chair and member by gender:

| |
|-------|
| Chair |
|-------|

| | Female (F) | Male (M) | Non-Binary |
|---------------|-----------------|---------------|-----------------|
| | 1 | 0 | 0 |
| Member | | | |
| | Female (F) 2 | Male (M) 4 | Non-Binary 0 |

4. Formal section policy and/or strategy: No

Selected value: Other

Other value: While we prefer to have a balance, this is not always able to be achieved amongst those who are available to serve.

6. Target set to increase the representation of women: No

Selected value:

Other

Other value: While we prefer to have a balance, this is not always able to be achieved amongst those who are available to serve.

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value: Insufficient resources/expertise

2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

#Action on gender equality

Gender Pay Gaps

1. Do you have a formal policy and/or formal strategy on remuneration generally?

No

Salaries set by awards/industrial or workplace agreements

2. What was the snapshot date used for your Workplace Profile?

2022-12-31

4. **If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.**

Employer action on pay equality

1. **Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?**

No

Salaries for ALL employees (including managers) are set by awards or industrial agreements and there is NO room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)Insufficient resources/expertise

3. **If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.**

Employee Consultation

1. **Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?**

NoInsufficient resources/expertise

2. **Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?**

No

Insufficient resources/expertise

3. **On what date did your organisation share your last year's public reports with employees and shareholders?**

Employees:

Shareholder:

4. **Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?**

No

5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

#Flexible Work

Flexible Working

1. Do you have a formal policy and/or formal strategy on flexible working arrangements?

No

Other

Other: Most of our staff are front facing and work in the classroom, so it is difficult to offer flexibility. However, we do support our part timers and back of house staff with flexibility where we can nad have got informal arrangements in place.

2. Do you offer any of the following flexible working options to MANAGERS in your workplace?

Carer's leave: Yes

SAME options for women and men Formal options are available

Compressed working weeks: Yes

SAME options for women and men Informal options are available

Flexible hours of work: Yes

SAME options for women and men Informal options are available

Job sharing: Yes

SAME options for women and men

Part-time work: Yes

SAME options for women and men Formal options are available

Purchased leave: Yes

SAME options for women and men Formal options are available

Remote working/working from home: Yes

SAME options for women and men Informal options are available

Time-in-lieu: Yes

SAME options for women and men

Informal options are available

Unpaid leave: Yes

SAME options for women and men Formal options are available

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3. **Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?**
Yes
5. **Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**
Yes, women only
7. **If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.**

#Employee Support

Paid Parental leave

1. **Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?**
Yes, we offer employer funded parental leave using the primary/secondary carer definition
1. **If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.**

Support for carers

1. **Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?**
No
Insufficient resources/expertise
2. **Do you offer any of the following support mechanisms for employees with family or caring responsibilities?**
 - 2.1. **Employer subsidised childcare**
No
Insufficient resources/expertise
 - 2.2. **Return to work bonus (only select if this bonus is not the balance of paid parental leave)**
No
Insufficient resources/expertise
 - 2.3. **Breastfeeding facilities**

Yes

Available at SOME worksites

2.4. Childcare referral services

No

Insufficient resources/expertise

2.5. Coaching for employees on returning to work from parental leave

No

Insufficient resources/expertise

2.6. Targeted communication mechanisms (e.g. intranet/forums)

Yes

Available at SOME worksites

2.7. Internal support networks for parents

No

Insufficient resources/expertise

2.8. Information packs for new parents and/or those with elder care responsibilities

No

Currently under development

Estimated Completion Date: 2023-06-30

2.9. Parenting workshops targeting fathers

No

Insufficient resources/expertise

2.10. Parenting workshops targeting mothers

No

Insufficient resources/expertise

2.11. Referral services to support employees with family and/or caring responsibilities

No

Insufficient resources/expertise

2.12. Support in securing school holiday care

No

Insufficient resources/expertise

2.13. On-site childcare

Yes

Available at SOME worksites

2.14. Other details: No

3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

Sexual harassment, harassment on the grounds of sex or discrimination

1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?

Yes

Policy

- 1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?

Yes

2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

All Non-Managers

No

Voluntary question: All Non-Managers

9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.

Family or domestic violence

1. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Strategy

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

A domestic violence clause is in an enterprise agreement or workplace agreement

Yes

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Confidentiality of matters disclosed

Yes

Protection from any adverse action or discrimination based on the disclosure of domestic violence

Yes

Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

Emergency accommodation assistance

No

Insufficient resources/expertise

Provision of financial support (e.g. advance bonus payment or advanced pay)

No

Insufficient resources/expertise

Flexible working arrangements

Yes

Offer change of office location

Yes

Access to medical services (e.g. doctor or nurse)

No

Insufficient resources/expertise; Other

Provide Details: We would be open to providing this access if circumstances required it.

Training of key personnel

No

Currently under development

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Referral of employees to appropriate domestic violence support services for expert advice

Yes

Workplace safety planning

No

Currently under development

Estimated Completion Date: 2023-12-31

Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

No

Number of Days:

10

Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)

No

Insufficient resources/expertise

Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)

No

Other

Provide Details: Whilst this is not specified within our Agreement, we would provide whatever reasonable support is required.

Access to unpaid leave

Yes

Is the leave period unlimited?

Yes

Provide Details: No



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- 2. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below**