



Australian Government



Workplace
Gender Equality
Agency

Employer Public Report

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Public Reports

WGEA publishes the Public Report, except personal information in whole, or part on the Data Explorer and uses its contents in whole or part for other purposes in electronic or other formats.

Two documents make up your Public Report and can be generated and downloaded after preparing your submission for lodgement:

- Public Report – Questionnaire
- Public Report – Employee Data Tables

The Public Report must be:

- Given to your CEO or equivalent for review, approval and sign off before lodgement.
- Shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012 (the Act)*.

Report contacts will be asked to declare in the Portal that all relevant CEO or equivalents have signed the public report.

Detailed information on the requirements to share the public report with your employees, members or shareholders can be found within the online Reporting Guide on [Notification and Access requirements](#).

Gender Equality Standards

If there is a single entity employing 500 or more employees, they must have a policy or strategy in place against each of the six Gender Equality Indicators. More information can be found within the online reporting guide on [Gender Equality Standards](#).



Workplace Overview

Policies & Strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when backed up by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

No

1.2 Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

No

1.3 Does your organisation have any targets to address gender equality in your workplace?

No

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

We do not have a standalone policy or strategy on gender equality, however, our other policies and practices point us towards inclusivity. Whilst it is our aspiration to devote more effort towards a strategy, we do not currently have the resources to be able to embark on this. We are building capacity to address this formally. We are currently in the process of developing and enhancing our policy suite and are drafting or reviewing specific policies, for instance performance management and training and development. Given most of our employees are in industries that are female dominated this has not been seen as the highest priority. We do not have any formal policy on diversity and inclusion. We broadly include some of this in our other staff policies. We are currently in the process of mapping all our policies in these and related areas which will assist us to highlight areas for Improvement.



Workplace Overview

Governing Bodies

Gender balance on governing bodies or Boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance in the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of Board members, and taking action to drive change through term limits, gender equality targets and policies.

1.5 Identify your organisation/s' governing body or bodies.

Organisation: Carey Baptist College Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	1	0
Members (excluding chairs)	1	4

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

No

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No



.....

G. Has a target been set on the representation of women on this governing body?

No

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

No

Organisation: Carey Baptist Church Inc

.....

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

The Board

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	1	0
Members (excluding chairs)	1	4

.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

No

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or



Members?

No

G. Has a target been set on the representation of women on this governing body?

No

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

No

Organisation: Carey Community Resources Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

The Board

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	1	0
Members (excluding chairs)	1	4

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

No



.....
F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

.....
G. Has a target been set on the representation of women on this governing body?

No

.....
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

No

Organisation: Carey Right Track Foundation Ltd

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....
B. What is the name of your governing body?

The Board

.....
C. What type of governing body does this organisation have?

Board of Directors

.....
D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	1	0
Members (excluding chairs)	1	4



E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

No

.....
F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

.....
G. Has a target been set on the representation of women on this governing body?

No

.....
H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

No

Organisation: Carey Hope Ltd

.....
A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....
B. What is the name of your governing body?

The Board

.....
C. What type of governing body does this organisation have?

Board of Directors

.....
D. How many members are in the governing body and who holds the predominant Chair position?



	Female (F)	Male (M)
Chair	1	0
Members (excluding chairs)	1	4

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

No

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

G. Has a target been set on the representation of women on this governing body?

No

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

No

1.6 If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

The Carey Board is a voluntary board and recruitment is challenging. The Carey Boards have always had female representation, and until 2023 had a greater balance of gender. Our desire is always to maintain gender diversity and balance but this is not always able to be achieved amongst those who are able to serve. In regard to limits on terms for Chair or Members, there are requirements to resign at the end of the appointed term but still be eligible for reappointment. In the Ltd entities there is a limit of 9 years unless approved.



Action on Gender Equality

Gender Pay Gaps

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

No

2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

No

We don't have sufficient resources (e.g. staffing, time, costs); We think this isn't relevant because salaries for employees are set by awards or industrial agreements

2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.

Our organisation comprises of 5 entities within 5 different industry sectors. We recognise that even though most of our staff salaries are set by Industrial Instruments, a deeper dive is needed to understand the reasons behind our pay gap and devise strategies that best fit us to close the gap. We would like to take a more formal and systematic approach, however, currently do not have sufficient resources to develop such a system as comprehensively as we would like to. We are building capacity and capabilities in our HR team to lead such initiatives but need to do so in a sustainable manner, and taking into consideration the impact on our business unit leaders in understanding and engaging with initiatives.



Action on Gender Equality

Employee Consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

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

No

2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

No

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

At this stage, the Board has not yet received the executive summary or benchmark report from 2024. As part of our governance process, it is the responsibility of the Director of HR to provide the report to the CEO in the first instance. While it was initially believed that this had been completed in June 2024 following the report's download, a recent review revealed that the report had not been shared at that time. This oversight has since been rectified, ensuring that the information is now with the CEO. Given that 2024 marked our first year of reporting as a consolidated group under one holding company, we want to ensure a clear and structured approach to data analysis and reporting. Given the complexity of the data and the depth of insights it offers, our priority is to ensure that we fully understand the information before presenting it. This process requires careful analysis to ensure accuracy and relevance, particularly as we consolidate and assess the data within the broader context of our organisation. Our organisation consists of 5 entities with members existing only in the Church. We have not yet shared the data with the members for the same reasons as mentioned above.



Flexible Work

Flexible Working Arrangements

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee’s commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

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

No

Other

3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	Yes	Yes
Time-in-lieu	Yes	Yes
Hybrid working (regular days worked from home and in office)	Yes	Yes
Working fully remote (no regular days worked in office)	No	Yes
Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	No	Yes
Purchased leave	Yes	Yes
Unpaid leave	Yes	Yes
Flexible scheduling, rostering or switching of shifts	Yes	Yes

3.3 If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

Most of our staff are front facing, working in classrooms, cafes, and childcare with specific duty of care requirements and ongoing educational integrity issues, so we are limited in the level of flexibility that can be offered due to timetabling demands, the requirement to maintain supervision ratios, and the need to ensure in certain areas a reasonable continuity of education delivery across the week. We support where reasonably practicable and have informal arrangements in place. There are multiple arrangements in place for back of house staff providing a variety of different work flexibility arrangements. We actively engage in discussions about flexible work and at least 50% of our workforce are engaged in a part time capacity.



Employee Support for Parents and Carers

Paid Parental Leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that it's a policy that's available to all parents, irrespective of gender, ¹³recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

4.1 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 distinction

Do you provide employer-funded paid parental leave for:

Primary: Yes Secondary: No

4.1a Please indicate whether your employer-funded paid parental leave is available to:

Primary: Women only

4.1b Please indicate whether your employer-funded paid primary carers leave covers:

Primary: Birth; Adoption; Surrogacy; Stillbirth; Fostering

4.1c How do you pay employer-funded paid parental leave?

Primary: Paying the employee's full salary

4.1d How many weeks of employer-funded paid parental leave is available to eligible employees?

Primary:

Lowest entitlement: 14



Highest entitlement:

4.1e Who has access to this type of employer-funded paid parental leave?

Primary: Permanent employees

4.1f Do you require carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer-funded paid parental leave?

Primary: Yes a qualifying period is required

How long is the qualifying period (in months)?

24

Is the qualifying period the same as the probation period for new employees?

No

4.1g Do you require carers to take employer-funded paid parental leave within a certain time after the birth, adoption, surrogacy and/or stillbirth?

Primary: Anytime within 6 months

**4.1h Does your organisation have an opt out approach to parental leave?
(Employees who do not wish to take their full parental leave entitlement must discuss this with their manager)**

Primary: No

4.2 Do you pay superannuation contributions to your employees while they are on parental leave?

Yes, on employer funded primary carer's leave or equally shared parental leave (if applicable)



4.3 If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.



Employee Support for Parents and Carers

Support for Carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee’s role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

4.4 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

No

Other

Other:

4.5 Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

Support mechanism	Answer
Breastfeeding facilities	Yes
Information packs for those with family and/or caring responsibilities	No
Referral services to support employees with family and/ or caring responsibilities	No
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	No
Internal support networks for parents and/or carers	Yes
Targeted communication mechanisms (e.g. intranet forums)	No
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)	No
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	No



Support mechanism	Answer
Breastfeeding facilities	Yes
On-site childcare	Yes
Employer subsidised childcare	Yes
Parenting workshop	Yes
Keep-in-touch programs for carers on extended leave and/or parental leave	Yes
Access to counselling and external support for carers (e.g. EAP)	Yes



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

Whilst we offer some support services to employees, we do not have formal and comprehensive arrangements in place at this time. We hope to grow our services to our staff as we build more capacity in our HR team and better resources through the different parts of the group. All parts of our organisation provide support to carers through the provision of carers leave in accordance with the requirements of the relevant law or awards. We are also reporting for 5 different entities within our organisation and even where we have indicated yes for supports, they may not be available in all entities. As we consider our strategic initiatives, it is our desire to bring consistency across all entities.



Harm Prevention

Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women’s workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

5.1 Do you have formal policies and/or formal strategies on the prevention of and appropriate response to sexual harassment, harassment on the ground of sex or discrimination?

No

Estimated completion date: 2025-07-31

5.1b If Yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

	Answer
By the Governing Body	No
By the CEO (or equivalent)	No

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

No

Currently under development

Estimated completion date:

5.3 Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Members of the governing body

No

Chief Executive Officer or equivalent

Yes

;Ahead of big events (e.g. functions, conferences) or at internal launches (e.g. at the launch of a new strategy);More often than annually;Other



Provide Details: See comment in 5.9

5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?

Yes

5.4a Does your risk management process include any of the following?

Other

5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?

Make workplace adjustments; Change or develop new control measures; Undertake and act on a culture audit of the relevant business or division; Train people managers in prevention of sexual harassment; Implement other changes (provide details)

Provide Details: We are developing and implementing a Sexual Discrimination and Harassment Prevention system based on the 7 standards as set by the AHRC, and also includes relevant policies, risk assessments, reporting and assurance mechanisms

5.5 What supports are available to support employees involved in and affected by sexual harassment?

Confidential external counselling (E.g. EAP); Union/worker representative support throughout the disclosure process and response; Reasonable adjustments to work conditions; Other (Please specify)

Provide Details: Mental Health First Aiders and Pastoral Care staff

5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?

Process for disclosure to human resources or other designated responding staff; Process to disclose after their employment has concluded; Process to disclose anonymously; Other (please specify)

Provide Details: Currently staff can raise any complaint or grievance through our



complaints process and remain anonymous. Our Whistleblower policy provides avenues for reporting anonymously to an internal or external body.

5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?

Yes

Number of formal disclosures or complaints made in a year; Number of informal disclosures or complaints made in a year; Outcomes of investigations

5.8 Does your organisation report on sexual harassment to the governing body and management (CEO, KMP) and how frequently?

Governing body

Yes

As required

CEO or equivalent

Yes

As required

Key Management Personnel

Yes

As required

5.8a Do your reports on sexual harassment to governing body and CEO include any of the following?

Nature of workplace sexual harassment; Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment; Consequences for perpetrators of sexual harassment; Other

Please Specify: We are developing and implementing a Sexual Discrimination and Harassment Prevention system based on the 7 standards as set by the AHRC, and also includes relevant policies, risk assessments, reporting and assurance mechanisms

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

With regards to question 5.3; our CEO regularly speaks to our senior leaders and reiterates the importance of building a safe and respectful workplace culture because it is the right and ethical thing to do. His expectations on this are clear to all leaders and we expect our leaders to cascade this down to their teams. Our CEO also addresses staff at numerous events during the year, at which time he reiterates messages to build a culture of inclusion, safety and



respect. We are actively developing a framework to ensure compliance with positive duty requirements. Our Board and CEO fully support this initiative, and senior leaders have been introduced to the concept. Formal planning is underway to design and implement the system effectively. Currently, staff can report concerns and access support through HR, the EAP, and Mental Health First Aiders. We are further refining our processes and systems to establish a proactive and preventative approach. The positive duty requirements have been shared with our Board and senior leadership, accompanied by specific training on the topic and our development strategy. Our comprehensive training plans will encompass respectful workplace conduct, various forms of inappropriate behaviour, bystander intervention, reporting mechanisms, and the experiences of individuals from diverse backgrounds.



Harm Prevention

Family or Domestic Violence

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

Yes

Policy

5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training of key personnel	Yes
Flexible working arrangements	Yes
Workplace safety planning	Yes
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Referral of employees to appropriate domestic violence support services for expert advice	No
Provision of financial support (e.g. advance bonus payment or advanced pay)	No
A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
Access to medical services (e.g. doctor or nurse)	No
Offer change of office location	No
Emergency accommodation assistance	No

5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

Access to paid domestic violence leave?

Yes

Is it unlimited?

No

Do you offer paid family and domestic violence leave by negotiation or as needed?

Yes

How many days of paid domestic violence leave?

10



Access to unpaid domestic violence leave?

Yes

Is it unlimited?

Yes

5.13 If your organisation would like to provide additional information relating to family and domestic violence affecting your employees, please do so below.

