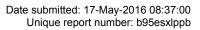




## 2015-16 public report form submitted by Bethany Community Support Inc to the Workplace Gender Equality Agency

### Organisation and contact details

Organisation registration	Legal name ABN ANZSIC	Bethany Community Support Inc 38633820168 8790 Other Social Assistance Services
Organisation details	Trading name/s ASX code (if relevant)	
	Postal address	PO Box 324 GEELONG NORTH VIC 3215 AUSTRALIA
	Organisation phone number	(03) 5278 8122
Reporting structure	Number of employees covered in this report submission Other organisations reported on in this	147







# Workplace profile Manager

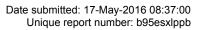
Manager accumpational actorogram	Departing level to CEO	Employment status		No. of employees		
Manager occupational categories	Reporting level to CEO	porting level to CEO Employment status		М	Total employees	
		Full-time permanent	0	1	1	
	1	Full-time contract	0	0	0	
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
Casual	Casual	0	0	0		
		Full-time permanent	2	1	3	
		Full-time contract	0	0	0	
Key management personnel	-1	Part-time permanent	0 0		0	
		Part-time contract				
	I —	Casual	0	0	0	
		Full-time permanent	6	1	7	
		Full-time contract	0	0	0	
Senior Managers	-2 Part-time permanent 2				2	
	Part-time contract			0	0	
		Casual	0	0	0	
		Full-time permanent	6	2	8	
		Full-time contract	1	0	1	
Other managers	-3	Part-time permanent	7	0	7	
		Part-time contract	2	0	2	
		Casual	0	0	0	
Grand total: all managers			26	5	31	





### Non-manager

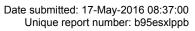
Non-manager occupational	Employment	No. of employees (exclu		No. of gr appli	aduates (if cable)	No. of application	prentices (if icable)	Total
categories	status	F	М	F	M	F	М	employees
	Full-time permanent	21	2	0	0	0	0	23
	Full-time contract	8	2	0	0	0	0	10
Professionals	Part-time permanent	39	6	0	0	0	0	45
	Part-time contract	18	2	0	0	0	0	20
	Casual	7	1	0	0	0	0	8
	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	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	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	1	0	0	0	0	0	1
Clerical and administrative	Part-time permanent	6	1	0	0	0	0	7
	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
Sales	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0







Non-manager occupational categories	Employment status	No. of employees (exclu			aduates (if cable)	No. of apprentices (if applicable)		Total employees
		F	M	F	M	F	М	employees
	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
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	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
Grand total: all non-managers		102	14	0	0	0	0	116



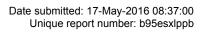




## Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

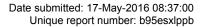
1 Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:
1.1 Recruitment?  ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority
1.2 Retention?  Yes (you can select policy and/or strategy options)  Standalone policy Policy is contained within another policy Standalone strategy Strategy is contained within another strategy  No No, currently under development No, insufficient human resources staff No, don't have expertise No, not a priority
1.3 Performance management processes?  ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority
1.4 Promotions?  ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No ☐ No, currently under development ☐ No, insufficient human resources staff ☐ No, don't have expertise ☐ No, not a priority
<ul><li>1.5 Talent identification/identification of high potentials?</li><li>☑ Yes (you can select policy and/or strategy options)</li></ul>







⊠ Policy □ Standa □ Strate	lone policy is contained within another policy lone strategy ly is contained within another strategy
	·
	n planning? elect policy and/or strategy options) lone policy is contained within another policy lone strategy ly is contained within another strategy  ander development human resources staff
<ul><li>No, don't have</li><li>No, not a priori</li></ul>	
<ul><li>✓ Yes (you can s</li><li>✓ Standa</li><li>✓ Policy</li><li>✓ Standa</li></ul>	nd development? elect policy and/or strategy options) lone policy is contained within another policy lone strategy ly is contained within another strategy
	·
☐ Standa ☐ Policy ☐ Standa	elect policy and/or strategy options) lone policy is contained within another policy lone strategy ly is contained within another strategy
	·
Yes (you can s Standa Policy Standa	rmance indicators for managers relating to gender equality? elect policy and/or strategy options) lone policy is contained within another policy lone strategy by is contained within another strategy
	·
	quality overall? elect policy and/or strategy options)







Standalone policy
Policy is contained within another policy
☐ Standalone strategy
☐ Strategy is contained within another strategy
⊠ No
No, currently under development
No, insufficient human resources staff
No, don't have expertise
No, not a priority

- 1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place:
- 1.12 In the table below, please provide the NUMBER of new appointments made during the reporting period (by gender and manager/non-manager categories). This should include appointments from both external and internal sources such that if an existing employee is appointed to another role within the organisation (promotion or not), they would need to be included.

All appointments need to be included regardless of how they were made, for example through recruitment exercises, cold canvassing, previously-submitted resumes.

	Managers		Non-managers		
	Female	Male	Female	Male	
NUMBER of appointments made	6	1	38	3	

1.13 In the table below, please provide the NUMBER of employees who were awarded promotions during the reporting period (by gender, employment status and manager/non-manager categories).

('Promotion' means where a person has advanced or been raised to a higher office or rank on an ongoing basis. Temporary higher duties are not considered a promotion. This does not typically include movement within a salary band unless it involves a move to higher office or rank.)

	Managers		Non-mar	nagers	
	Female	Male	Female	Male	
Permanent/ongoing full-time employees	3	0	0	0	
Permanent/ongoing part-time employees	1	0	0	0	
Fixed-term contract full-time employees	1	0	0	0	
Fixed-term contract part-time employees	0	0	0	0	
Casual employees	0	0	1	0	

1.14 In the table below, please provide the NUMBER of employees who have resigned during the reporting period (by gender, employment status, and manager/non-manager categories).

('Resigned' refers to employees who have given up their employment voluntarily, not those who are subject to employer-initiated terminations or redundancies.)

This are subject to employer initiation terminations of redundanticos.							
	Managers		Non-managers				
	Female	Male	Female	Male			
Permanent/ongoing full-time employees	3	1	3	0			
Permanent/ongoing part-time employees	1	0	1	0			





	Managers		Non-mar	agers
	Female Male		Female	Male
Fixed-term contract full-time employees	0	1	3	1
Fixed-term contract part-time employees	1	0	7	0
Casual employees	1	0	5	0

1.15 Should you wish to provide additional information on any of your responses under gender equality indicator 1, please do so below:

Gender equality indicator 2: Gender composition of governing bodies

- Your organisation, or organisations you are reporting on, will have a governing body/board as defined in the Workplace Gender Equality Act 2012 (Act). (In the Act, a governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer".) For the purposes of reporting under the Act, this question relates to the ultimate or 'highest' governing body for your organisation. NB: if your governing body/board is located overseas, it still needs to be included.
- o For private or publicly listed companies, you will have one or more directors or a board of directors.
- o For trusts, the trustee is the governing body/board.
- o For partnerships, the governing body/board is likely to comprise all or some (if elected) partners.
- o For organisations whose governing body/board is the same as their parent entity's governing body/board, it is still deemed to have a governing body/board.
- o For religious structures, you may have a canonical advisor, bishop or archbishop.
- o For other structures that do not fall into any of the above categories, your committee of management would be considered your governing body/board.
- 2.1 Please complete the table below, ensuring data entered is based on the instructions in each column header. For each organisation, enter the number of women and men on that governing body/board (not percentage). If a target has been set to increase the representation of women on any of the governing bodies listed, please indicate the % target and the year it is to be reached.

If your organisation's governing body/board is the same as your parent entity's governing body/board, you will need to enter your organisation's name but the details of your parent entity's governing body/board in the table below.

 .,				
Organisation name	Gender and NUMBER of chairperson/s (NOT percentage)	Gender and NUMBER of other governing body/board members (NOT percentage)	% target for representation of women on each governing body/board	Year to be reached





		F (Chair)	M (Chair)	F	M	(enter 0 if no target has been set, or enter a % between 1- 100)	(in YYYY format; if no target has been set, leave blank)
01	Bethany Community Support	0	1	6	5	0	
02							
03							
04							
05							
06							
07							
08							
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30							
	erning bodies lis Governing body Currently under nsufficient huma Don't have expe	sted above /board ha: developm an resoure ertise	e, you ma s gender lent ces staff	y specify v balance (e	why below: e.g. 40% wo	as not been set foo omen/40% men/20 nents (provide det	9% either)
	Not a priority Other (provide d	letails):					
	y/board membe 'es (you can se Standale Policy is Standale Strategy No No, in place for selo, currently und No, insufficient he No, do not have	ers for ALL elect policy one policy one strate one strate one strate one strate one development control one expertise	organisa y and/or s y d within a gy ned withir erning bo opment sources st	trategy op nother pol n another s dies/board	ered in this i tions) icy strategy	selection strategy report? nintments (provide	
	No, not a priority No, other (provic		:				
		structure				ion if your organis tity (ie Pty Ltd, Ltd	

Please enter the total number of female and male equity partners (excluding the managing partner) in the following table against the relevant WGEA standardised manager definitions. Non-equity (salaried) partners need to be included in your workplace profile.

Details of your managing partner should be included separately in the CEO row of your workplace profile.

NB: Please ensure that the composition of your governing body/board (which may include all or some of your equity partners below) is also entered in question 2.1.

	Full-	Part-	Full-	Part-
	time	time	time	time
	females	females	males	males
Equity partners who ARE key management				
personnel (KMPs) (excluding your managing				
partner)				
Equity partners who are "Other				





	Full- time females	Part- time females	Full- time males	Part- time males
executives/General managers"				
Equity partners who are "Senior managers"				
Equity partners who are "Other managers"				

2.5 Should you wish to provide additional information on any of your responses under gender equality indicator 2, please do so below:

Gender equality indicator 3: Equal remuneration between women and men
<ul> <li>Do you have a formal policy and/or formal strategy on remuneration generally?</li> <li>☐ Yes (you can select policy and/or strategy options)</li> <li>☐ Standalone policy</li> <li>☐ Policy is contained within another policy</li> <li>☐ Standalone strategy</li> <li>☐ Strategy is contained within another strategy</li> </ul>
No, currently under development  No, insufficient human resources staff  No, included in workplace agreement  No, don't have expertise  No, salaries set by awards or industrial agreements  No, non-award employees paid market rate  No, not a priority  No, other (provide details):
4 Has a gender remuneration gap analysis been undertaken? (This is a payroll analysis to determine whether there are any gaps between what women and men are paid.)  Yes. When was the most recent gender remuneration gap analysis undertaken?  Within last 12 months  Within last 1-2 years  More than 2 years ago but less than 4 years ago  Other (provide details):
<ul> <li>No</li> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>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)</li> <li>No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments)</li> <li>No, non-award employees are paid market rate</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>





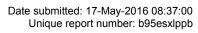
Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

addition to any government funded $oxtime {oxed}$ Yes. (Please indicate how emp	funded paid parental leave for PRIMARY CARERS, in I parental leave scheme for primary carers? loyer funded paid parental leave is provided to the primary
	veen the employee's salary and the government's paid
scheme), regardless of the period	e's full salary (in addition to the government's paid of time over which it is paid. For example, full pay for 12
weeks or half pay for 24 weeks ☐ As a lump sum paymer ☐ No	nt (paid pre- or post- parental leave, or a combination)
No, currently being considered No, insufficient human resource No, government scheme is suff No, don't know how to impleme No, not a priority No, other (provide details):	icient
5.1 Please indicate the MINIM parental leave that is provided for p	IUM number of weeks of EMPLOYER FUNDED paid primary carers.
	ride additional details on the eligibility period/s and the leave offered to primary carers, please do so below:
	d for employees to access the MINIMUM amount of ve (ie how long do employees need to be employed to months)?
	nts of employer funded paid parental leave, what is the apployer funded paid parental leave that is provided for
	d for employees to access the MAXIMUM amount of ve (ie how long do employees need to be employed to n months)?
leave for PRIMARY CARERS? In yout the proportion. For example, if parental leave for PRIMARY CARE	tal workforce has access to employer funded paid parental your calculation, you must include casuals when working ALL employees have access to employer funded paid ERS, including casuals, you would enter 100%. If casuals your figure would always be less than 100%.
Please enter a whole number that 10th percentile, e.g. if 23.4% enter	represents the percentage of employees to the nearest 20; if 45.7% enter 50).
	Primary carer's leave
Percentage:	90





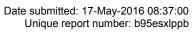
6 Do you provide addition to any governous Yes, one week or go Yes, less than one of No No, currently being No, insufficient hum No, government sclonous No, don't know how No, not a priority No, other (provide of	ment funded parenta reater (please go to week (please go to considered an resources staff neme is sufficient to implement	al leave sche 6.1)	leave for SECOND/ me for secondary ca	
6.1 Please indicate provided for secondary 2		eks of employ	yer funded paid pare	ental leave that is
6.3 What proportion leave for SECONDAR's working out the proportion paid parental leave for casuals do not have acceptable.	Y CARERS? In your tion. For example, if SECONDARY CAR	calculation, ALL employ ERS, includi	ees have access to ing casuals, you wo	esuals when employer funded uld enter 100%. If
Please enter a whole n 10th percentile, (e.g. if		5.7% enter 5		to the nearest
Percentage:			90	
7 How many femutilised parental leave employees still on pare	(paid and/or unpaid)	) during the p menced this		(this is to include porting period)?
Managers	0	0	0	0
Non-managers	4	0	0	1
8 Provide the NUMBER of employees who, during the reporting period, ceased employment during, or at the end of, parental leave (by gender and manager/non-manager categories).				
This includes employed Include situations when For example, a person unpaid leave during a s	e the parental leave may have utilised p	e was taken o aid/unpaid p	continuously with an	y other leave type.
'Ceased employment' including resignations,		dismissals.	-	
Mana	nere		Female 0	Male 0
			0	0
Non-ma	nagers			
☐ Yes (you can select ☐ Standalone	policy and/or strate	egy options)	egy on flexible work	ing arrangements?







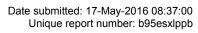
□ N -	<ul><li>☐ Standalone strategy</li><li>☐ Strategy is contained within another strategy</li></ul>
☐ No, ☑ No,	currently under development insufficient human resources staff included in workplace agreement
	don't have expertise don't offer flexible arrangements
_	not a priority
	other (provide details):
10	Do you have a formal policy and/or formal strategy to support employees with family
	ng responsibilities?
res	s (you can select policy and/or strategy options)  Standalone policy
	☐ Policy is contained within another policy
	☐ Standalone strategy
	Strategy is contained within another strategy
☐ No	
	currently under development
	insufficient human resources staff included in workplace agreement
	don't have expertise
	not a priority
	other (provide details):
service  Yes  No	,
=	don't have expertise
	not a priority
	other (provide details):
worksit	
	ployer subsidised childcare  Available at some worksites only
	Available at all worksites
☐ On-	site childcare
	Available at some worksites only
	Available at all worksites
⊠ Bre	astfeeding facilities
	☐ Available at some worksites only ☐ Available at all worksites
☐ Chi	Idcare referral services
	Available at some worksites only
	Available at all worksites
☐ Inte	rnal support networks for parents
	Available at some worksites only
□ p-4	☐ Available at all worksites
	urn to work bonus (only select this option if the return to work bonus is NOT the







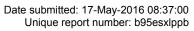
Available at some worksites only
Available at all worksites
☐ Information packs to support new parents and/or those with elder care responsibilities
Available at some worksites only
Available at all worksites
Referral services to support employees with family and/or caring responsibilities
Available at some worksites only
☐ Targeted communication mechanisms, for example intranet/ forums
Available at some worksites only
Available at all worksites
Support in securing school holiday care
Available at some worksites only
Available at all worksites
☐ Coaching for employees on returning to work from parental leave
Available at some worksites only
Available at all worksites
☐ Parenting workshops targeting mothers
Available at some worksites only
Available at all worksites
☐ Parenting workshops targeting fathers
Available at some worksites only
Available at all worksites
☐ None of the above, please complete question 11.2 below
11.2 Please provide details of any other non-leave based measures that are in place and
whether they are available at all worksites.
Do you have a formal policy and/or formal strategy to support employees who are
experiencing family or domestic violence?
Standalone policy
Policy is contained within another policy
☐ Standalone strategy
☐ Strategy is contained within another strategy
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, included in workplace agreement
☐ No, not aware of the need
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (please provide details):
Other than a policy and/or strategy, do you have any measures to support employees
who are experiencing family or domestic violence?
∑ Yes - please indicate the type of measures in place (more than one option can be
selected):
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 paid 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 violence □ Flexible working arrangements □ Provide 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, currently under development □ No, insufficient human resources staff □ No, not aware of the need □ No, don't have expertise □ No, not a priority □ No, other (provide details):  14 Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):								
,		Mana	agers			Non-ma	nagers	
	Formal	male Informal	Formal	lale Informal	Formal	male Informal	Formal	ale Informal
Flexible hours of work								
Compressed working weeks							$\boxtimes$	
Time-in-lieu								
Telecommuting								
Part-time work								
Job sharing	$\boxtimes$							
Carer's leave	$\boxtimes$							
Purchased leave	$\boxtimes$						$\boxtimes$	
Unpaid leave			$\boxtimes$				$\boxtimes$	
14.1 If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below:  14.2 Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below:  Currently under development Insufficient human resources staff Don't have expertise Not a priority Other (provide details):								



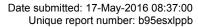




discrimination prevention?

14.3 Should you wish to provide additional information on any of your responses under gender equality indicator 4, please do so below:

Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace
Have you consulted with employees on issues concerning gender equality in your workplace?  ☐ Yes ☐ No
No, not needed (provide details why):
<ul> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> <li>No, not a priority</li> <li>No, other (provide details):</li> </ul>
15.3 Should you wish to provide additional information on any of your responses under gender equality indicator 5, please do so below:
Gender equality indicator 6: Sex-based harassment and discrimination
Do you have a formal policy and/ or formal strategy on sex-based harassment and discrimination prevention?  ☐ Yes (you can select policy and/or strategy options) ☐ Standalone policy ☐ Policy is contained within another policy ☐ Standalone strategy
☐ Standalone strategy ☐ Strategy is contained within another strategy ☐ No
<ul> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, included in workplace agreement</li> <li>No, don't have expertise</li> <li>No, not a priority</li> </ul>
No, other (provide details):
16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy and/or strategy?  ☐ Yes ☐ No
<ul> <li>No, currently under development</li> <li>No, insufficient human resources staff</li> <li>No, don't have expertise</li> </ul>
No, not a priority  No, other (provide details):
Does your workplace provide training for all managers on sex-based harassment and







☐ Yes - please indicate how often this training is provided ('At induction' AND one of the
other options can be selected):
At induction
☐ At least annually
Every one-to-two years
Every three years or more
☐ Varies across business units
U Other (provide details):
□No
☐ No, currently under development
No, insufficient human resources staff
No, don't have expertise
No, not a priority
☐ No, other (provide details):
47.4 01 11 11 11 11 11 11 11 11 11 11
17.1 Should you wish to provide additional information on any of your responses under
gender equality indicator 6, please do so below:
Other

#### Other

Should you wish to provide details of any initiatives that you feel are particularly 18 outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any 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.
- 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 87.1% females and 12.9% males.

#### **Promotions**

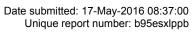
- 2. 100.0% of employees awarded promotions were women and 0.0% were men
  - . 100.0% of all manager promotions were awarded to women
  - ii. 100.0% of all non-manager promotions were awarded to women.
- 3. 57.1% of your workforce was part-time and 16.7% of promotions were awarded to part-time employees.

#### Resignations

- 4. 89.3% of employees who resigned were women and 10.7% were men
  - 75.0% of all managers who resigned were women
  - i. 95.0% of all non-managers who resigned were women.
- 57.1% of your workforce was part-time and 35.7% of resignations were part-time employees.

#### Employees who ceased employment before returning to work from parental leave

- 0.0% of all women who utilised parental leave and ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave and ceased employment before returning to work
- N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. 0.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.







## **CEO** sign off confirmation

Name of CEO or equivalent	Grant Boyd
Confirmation CEO has signed the report	Yes
CEO Signature:	Date: