



Public report

2018-19

Submitted by

Legal Name:

Dooleys Lidcombe Catholic Club Ltd





Organisation and contact details

Submitting organisation details	Legal name	Dooleys Lidcombe Catholic Club Ltd		
	ABN	95000963244		
	ANZSIC	H Accommodation and Food Services 4530 Clubs (Hospitality)		
	Business/trading name/s	Dooleys Lidcombe Catholic Club Ltd		
	ASX code (if applicable)			
	Postal address	PO Box 25		
		LIDCOMBE NSW 2141		
		AUSTRALIA		
	Organisation phone number	87456100		
Reporting structure	Number of employees covered by this report	463		





Workplace profile

Manager

Managar acquinational estagarias	Departing level to CEO	Employment status		No. of employees		
Manager occupational categories	Reporting level to CEO	Employment status		М	Total employees	
		Full-time permanent	0	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	0	0	0	
		Full-time permanent	3	4	7	
		Full-time contract	0	0	0	
Other executives/General managers	-1 Part-time permanent		0	0	0	
	<u> </u>	Part-time contract	0	0	0	
		Casual	0	0	0	
	-2	Full-time permanent	2	10	12	
		Full-time contract	0	0	0	
Senior Managers		Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	4	17	21	
		Full-time contract	0	0	0	
Other managers	-3	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Grand total: all managers			9	32	41	

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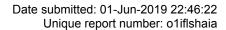


Workplace profile

Non-manager

Non manager appunational actogories	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentices (if applicable)		Total employees
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	4	3	0	0	0	0	7
	Full-time contract	0	0	0	0	0	0	0
Professionals	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
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	39	51	0	0	0	0	90
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	124	115	0	0	0	0	239
	Part-time contract	0	0	0	0	0	0	0
	Casual	31	25	0	0	0	0	56
	Full-time permanent	13	14	0	0	0	0	27
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	0	1	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	2	0	0	0	0	0	2
	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 equipational estageries	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total ampleyage
Non-manager occupational categories	Employment status	F	M	F	M	F	М	Total employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	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	•	213	209	0	0	0	0	422

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Reporting questionnaire

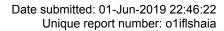
Gender equality indicator 1: Gender composition of workforce

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

NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2018 to 31 March 2019. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

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







1.4	Promotions
	✓ Yes (select all applicable answers)✓ Policy✓ Strategy
	 No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.5	Talent identification/identification of high potentials
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy
	☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.6	Succession planning
	 ✓ Yes (select all applicable answers) ☐ Policy ✓ Strategy
	☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.7	Training and development
	 Yes (select all applicable answers) □ Policy □ Strategy
	☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 Yes (select all applicable answers) □ Policy □ Strategy
	☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.9	Gender equality overall
	✓ Yes (select all applicable answers)✓ Policy
	☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority





1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	0	2	4
Permanent/ongoing part-time employees	0	0	0	4
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

IMPORTANT: promotions need to be added to these totals because they are considered internal appointments.

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	0	0
Number of appointments made to NON-MANAGER roles (including promotions)	2	8

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

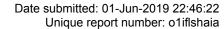
	Mana	Managers		Non-managers	
	Female	Male	Female	Male	
Permanent/ongoing full-time employees	1	2	5	8	
Permanent/ongoing part-time employees	0	0	24	24	
Fixed-term contract full-time employees	0	0	0	0	
Fixed-term contract part-time employees	0	0	0	0	
Casual employees	0	0	0	0	

1.13 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.

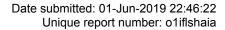






2.1	Please answer the following quest	tions relating to each governing boo	ay covered in this report.			
	Note: If this report covers more the organisation before proceeding to	an one organisation, the questions question 2.2.	below will be repeated for each			
		ody is the same as your parent enti erical details of your parent entity's				
2.1a.1	Organisation name?					
	DOOLEYS Lidcombe Catholic Club					
2.1b.1	How many Chairs on this governir	ng body?				
		Female	Male			
	Number	0	1			
2.1c.1	How many other members are on	this governing body (excluding the				
	Number	2	Male 4			
	 Yes No (you may specify why a target has not been set) ☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Do not have control over governing body/board appointments (provide details why): DOOLEYS Club members elect board of director members annually on a triennial system. ☐ Not a priority ☐ Other (provide details): 					
2.1g.1	Are you reporting on any other org	ganisations in this report?				
	☐ Yes ⊠ No					
2.2	Do you have a formal selection po organisations covered in this repo		y for governing body members for ALL			
	☐ In place for some governir☐ Currently under developm☐ Insufficient resources/expo	al selection policy or formal selection sing bodies ent, please enter date this is due to be	e completed e details why)			

Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?







	Yes
\boxtimes	No

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.

	⊠ Ye	es (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 ☐ Salaries set by awards/industrial or workplace agreements
		☐ Non-award employees paid market rate
		□ Not a priority
		☐ Other (provide details):
	3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
		☐ Yes (provide details in question 3.2 below)
		No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)
		☐ Currently under development, please enter date this is due to be completed ☐ Salaries set by awards/industrial or workplace agreements
		☐ Insufficient resources/expertise
		Non-award employees paid market rate
		☐ Not a priority ☐ Other (provide details):
4.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
	☐ Ye	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):
	⊠ No	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
	quaiii	ications) □ ☑ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there
	IS roo	om for discretion in pay changes (because pay increases can occur with some discretion such as performance
	asses	sments)
		☐ Non-award employees paid market rate ☐ Not a priority
		Other (provide details):





If your organisation would like to provide additional information relating to gender equality indicator 3, 4.2 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.

5.	A "PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.
	Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government funded parental leave scheme for primary carers?
	 Yes. (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 time 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) No, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please indicate 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 time 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) No, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded paid parental leave is provided to men ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time 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) No, not available (you may specify why this leave is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority
	☐ Other (provide details):
6.	A "SECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the primary carer. Do you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and women, in addition to any government funded parental leave scheme for secondary carers?
	 Yes No, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) No, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY No (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):

How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.





	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	0	0	0	0

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	5	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	0	0

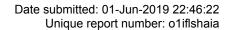
- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or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

	Female	Male
Non-managers	5	0

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

⊠ 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 ☐ Don't offer flexible arrangements ☐ Not a priority ☐ Other (provide details):
Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
☐ Yes (select all applicable answers) ☐ Policy

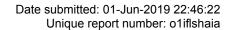
∐ Yes (select all applicable answers)
Policy
☐ Strategy
No (you may specify why no formal policy or formal strategy is in place)
☐ Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not a priority
Other (provide details):







	(eg, employer-subsidised childcare, breastfeeding facilities)?
	 Yes No (you may specify why non-leave based measures are not in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise ☑ Not a priority □ Other (provide details):
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Included in award/industrial or workplace agreements □ Not aware of the need □ Not a priority □ Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	 ✓ Yes (select all applicable answers) ☑ Employee assistance program (including access to a psychologist, chaplain or counsellor) ☐ Training of key personnel ☐ A domestic violence clause is in an enterprise agreement or workplace agreement ☐ Workplace safety planning ☐ Access to paid domestic violence leave (contained in an enterprise/workplace agreement) ☐ Access to unpaid domestic violence leave (not 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 ☐ 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):
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men? • flexible hours of work • compressed working weeks • time-in-lieu • telecommuting • part-time work • job sharing • carer's leave • purchased leave

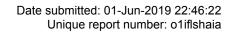






	• Offlicked Checkboxes mean th	is option is NOT available to your employees.			
		Formal	agers Informal	Formal	anagers Informa
	Flexible hours of work	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \		\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	
	Compressed working weeks				
	Time-in-lieu				
	Telecommuting			\boxtimes	
	Part-time work			\boxtimes	
	Job sharing				
	Carer's leave			\boxtimes	
	Purchased leave				
	Unpaid leave			\boxtimes	
14.3	You may specify why any of the abov	ro ontions are NOT av	ailabla ta vaur	amplayasa	
14.4	If your organisation would like to proplease do so below:	vide additional inform	nation relating	to gender equa	ality indicat
14.4		vide additional inform	nation relating	to gender equa	ality indicat
14.4		vide additional inform	nation relating	to gender equa	ality indicat
nder	equality indicator 5: Co	nsultation wi	th emplo		
nder	please do so below:	nsultation wi	th emplo		
nder Iceri	equality indicator 5: Coning gender equality in t	ensultation wi	ith emplo	yees on	issues
nder ceri	equality indicator 5: Co	ensultation wi	ith emplo	yees on	issues
nder Ceri ender e	equality indicator 5: Coning gender equality in the equality in the workplace.	ensultation with the workplace at consultation occurs to	ith emplo	yees on rers and employ	issues vees on issu
nder Ceri ender e	equality indicator 5: Coning gender equality in tequality indicator on who	ensultation with the workplace at consultation occurs to	ith emplo	yees on rers and employ	issues vees on issu
nder Ceri ender e rning g	equality indicator 5: Coning gender equality in the equality in the workplace.	ensultation with the workplace at consultation occurs to the concerning gender	ith emplo etween employ	yees on vers and employ our workplace?	issues vees on issu
nder Ceri ender e rning g	equality indicator 5: Coning gender equality in the equality in the workplace. you consulted with employees on issues (a) (you may specify why you have not consort (a) (you may specify why you have not con	ensultation withe workplace at consultation occurs to the consultation occu	ith emplo Detween employ or equality in your	rers and employ our workplace?	issue:

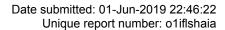
unpaid leave.
 Options may be offered both formally and/or informally.
 For example, if time-in-lieu is available to women formally but to men informally, you would select NO.







		☐ Exit interviews ☐ Performance discussions ☐ Other (provide details):
	15.2	Who did you consult?
		 All staff Women only Men only Human resources managers Management Employee representative group(s) Diversity committee or equivalent Women and men who have resigned while on parental leave Other (provide details):
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
The popular	revention.	equality indicator 6: Sex-based harassment and discrimination of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.
16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	_	s (select all applicable answers) Policy Strategy (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise 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?
	⊠ Ye	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







(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):
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 47.9% females and 52.1% males.

Promotions

- 2. 20.0% of employees awarded promotions were women and 80.0% were men
 - i. 0.0% of all manager promotions were awarded to women
 - ii. 20.0% of all non-manager promotions were awarded to women.
- 3. 51.8% of your workforce was part-time and 40.0% of promotions were awarded to part-time employees.

Resignations

- 4. 46.9% of employees who resigned were women and 53.1% were men
 - i. 33.3% of all managers who resigned were women
 - ii. 47.5% of all non-managers who resigned were women.
- 5. 51.8% of your workforce was part-time and 75.0% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 100.0% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access List of employee organisations: CEO - David Mantle This report will be provided on our website Dooleys.com CEO sign off confirmation Name of CEO or equivalent: Confirmation CEO has signed the report:

Date:

David Mantle

CEO signature: