



Public report

2018-19

Submitted by

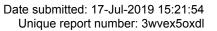
Legal Name: **Autism Queensland Limited**





Organisation and contact details

Submitting organisation details	Legal name	Autism Queensland Limited
	ABN	79253351418
	ANZSIC	P Education and Training 8024 Special School Education
	Business/trading name/s	Autism Queensland Limited
	ASX code (if applicable)	
	Postal address	PO Box 354 SUNNYBANK HILLS QLD 4109 AUSTRALIA
	Organisation phone number	(07) 3273 0000
Reporting structure	Number of employees covered by this report	328





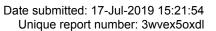


Workplace profile

Manager

Managar aggunational actagorica	Departing level to CEO	Employment status		١	No. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	1	0	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	0	3
		Full-time contract	0	0	0
Key management personnel		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-2	Full-time permanent	6	2	8
		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	11	2	13
		Full-time contract	4	0	4
Other managers	-3	Part-time permanent	3	0	3
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers	-		28	4	32

Public report | www.wgea.gov.au





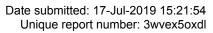


Workplace profile

Non-manager

Non manager accumptional estagerica	Employment status	No. of employees (excluding gra	aduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	54	5	0	0	0	0	59
	Full-time contract	4	1	0	0	0	0	5
Professionals	Part-time permanent	45	0	0	0	0	0	45
	Part-time contract	2	0	0	0	0	0	2
	Casual	2	5	0	0	0	0	7
	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	6	3	0	0	0	0	9
	Full-time contract	2	0	0	0	0	0	2
Community and personal service	Part-time permanent	78	30	0	0	0	0	108
osimiani, ana poroonar sorvice	Part-time contract	10	0	0	0	0	0	10
	Casual	9	15	0	0	0	0	24
	Full-time permanent	10	1	0	0	0	0	11
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	11	0	0	0	0	0	11
	Part-time contract	1	0	0	0	0	0	1
	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

Public report | www.wgea.gov.au 4

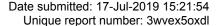






Non manager equipational estageries	Employment status	No. of employees (excluding gra	aduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total employees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	
	Full-time permanent	0	0	0	0	0	0	0
	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		236	60	0	0	0	0	296

Public report | www.wgea.gov.au 5







Reporting questionnaire

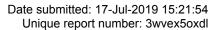
Gender equality indicator 1: Gender composition of workforce

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?

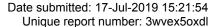
1.1	Recruitment ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.2	Retention ☐ Yes (select 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	4	0	0	0
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	2	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)	6	0
Number of appointments made to NON-MANAGER roles (including promotions)	60	13

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

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	1	15	2
Permanent/ongoing part-time employees	0	0	27	4
Fixed-term contract full-time employees	0	0	2	2
Fixed-term contract part-time employees	1	0	6	0
Casual employees	0	0	3	1

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

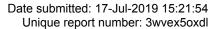
Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant 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.



Date submitted: 17-Jul-2019 15:21:54 Unique report number: 3wvex5oxdl

2.1	Please answer the following questions relating to each governing body covered in this report.							
	Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.							
	If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.							
2.1a.1	Organisation name?							
	Autism Queensland Ltd							
2.1b.1	How many Chairs on this governing b	ody?						
		Female	Male					
	Number	0	1					
2.1c.1	How many other members are on this	Female	Male					
	Number	3	2					
2.1g.1	☐ Currently under development, ☐ Insufficient resources/expertis ☐ Do not have control over gove ☐ Not a priority ☐ Other (provide details): Are you reporting on any other organi ☐ Yes ☐ No	s not been set) Inder balance (e.g. 40% women/40% mer Inder please enter date this is due to be comple Inder balance (e.g. 40% women/40% mer Inder	n/20% either) leted details why):					
2.2	Do you have a formal selection policy organisations covered in this report? Yes (select all applicable answers)	and/or formal selection strategy for g	overning body members for ALL					
	☐ In place for some governing be ☐ Currently under development, ☐ Insufficient resources/expertis	please enter date this is due to be compl	leted					
2.3	Does your organisation operate as a p "incorporated" entity - Pty Ltd, Ltd or		our organisation is an					
	☐ Yes ☑ No							





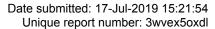


2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

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.

⊠Y	es (select all applicable answers)
□N	o (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise
	☐ Salaries set by awards/industrial or workplace agreements ☐ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details):
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):
	☐ Not a priority
cond	□ Not a priority □ Other (provide details): e you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ducted a gender pay gap analysis)? es - the most recent gender remuneration gap analysis was undertaken: □ Within last 12 months
cond	□ Not a priority □ Other (provide details): e you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ducted a gender pay gap analysis)? 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
CONC ☐ Y	Not a priority Other (provide details): a you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ducted a gender pay gap analysis)? es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): o (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed
Conc □ Y ⊠ N	Not a priority Other (provide details): a you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ducted a gender pay gap analysis)? es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 12 years More than 2 years ago but less than 4 years ago Other (provide details): o (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no infor discretion in pay changes (for example because pay increases occur only when there is a change in tenure or
Conc ☐ Y ☐ N room quali	Not a priority Other (provide details): a you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ducted a gender pay gap analysis)? es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 12 years More than 2 years ago but less than 4 years ago Other (provide details): o (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no



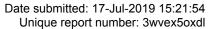




Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

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.		RIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having
	Do yo	er responsibility for the day-to-day care of a child. Ou provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND In addition to any government funded parental leave scheme for primary carers?
	time of indical time of paid p	s. (Please indicate how employer funded paid parental leave is provided to the primary carer): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please to how employer funded paid parental leave is provided to women ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded parental leave is provided to men ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) In out 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):
	5.1	How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:
5a.	carer	r organisation would like to provide additional information on your paid parental leave for primary se.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below.
	5.2	What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion.





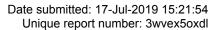


	☐ 51 ☐ 61 ⊠ 71 ☐ 81 ☐ 91	I-50% I-60% I-70% I-80% I-90% I-99%					
5.3	Please indic	cate whether you	r employer	funded paid p	arental leave	for primary o	carers covers:
	☐ Adoption ☐ Surrogacy ☐ Stillbirth	у					
	A "SECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the primary carer.						
		IPLOYER FUNDE to any governm					at is available for men and arers?
	lo, we offer paid lo (you may spe ☐ Currently	I parental leave for parental leave for cify why employer under developme nt resources/exper	r SECOND <i>i</i> r funded pai nt, please e	ARY CARERS to id parental leave	nat is availabl e for secondai	e to women O y carers is no	
How	☐ Governme☐ Not a prio ☐ Not a prio ☐ Other (pro	ent scheme is suff prity pvide details): d Partners can acc	ficient cess up to 2				
	☐ Governme ☐ Not a prio ☐ Other (pro Dads and	ent scheme is suffority byide details): d Partners can acc EERS have taken parental leave, re	cess up to 2 parental le	ave during the of when it comi	reporting pe nenced.	riod (paid an	d/or unpaid)? Include
	☐ Governme ☐ Not a prio ☐ Other (pro Dads and	ent scheme is suffority byide details): d Partners can acc EERS have taken parental leave, re	ficient cess up to 2 parental le	ave during the of when it comi	reporting pe nenced.	riod (paid an	d/or unpaid)? Include er's leave
emp	☐ Governme ☐ Not a prio ☐ Other (pro Dads and	ent scheme is suffority byide details): d Partners can acc EERS have taken parental leave, re	cess up to 2 parental le	ave during the of when it comi	reporting pe nenced.	riod (paid an	d/or unpaid)? Include
emp	Governme Not a prio Other (pro Dads and many MANAG sloyees still on agers How many M	ent scheme is suffority ovide details): d Partners can acc EERS have taken parental leave, re Prima Female	parental le egardless of the care take arental leave	ave during the of when it come eave Male n parental leave we, regardless	reporting penenced. S Fer 0	riod (paid an econdary care nale reporting per mmenced.	d/or unpaid)? Include er's leave Male

- 8 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

How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from 8.1 parental leave, regardless of when the leave commenced?



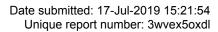




- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
- 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	0	0

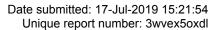
9.	Do yo	ou have a formal policy and/or formal strategy on flexible working arrangements?
	☐ Ye	s (select all applicable answers) Policy Strategy
	⊠ No	(you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Don't offer flexible arrangements Not a priority
		Other (provide details): Informal policy - part of normal operations / culture
10.	Do yo	ou have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	☐ Ye	s (select all applicable answers)
	⊠ No	☐ 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): Informal policy - part of normal operations / culture
		mormal policy part of normal opolations / calculo
11.		ou offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye □ No	y (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):
	11.1	Please select what support mechanisms are in place and if they are available at all worksites. • Where only one worksite exists, for example a head-office, select "Available at all worksites".
		☐ Employer subsidised childcare ☐ Available at some worksites only ☐ Available at all worksites
		☐ On-site childcare ☐ Available at some worksites only ☐ Available at all worksites
		☐ Breastfeeding facilities ☐ Available at some worksites only ☐ Available at all worksites
		☐ Childcare referral services ☐ Available at some worksites only ☐ Available at all worksites
		☐ Internal support networks for parents ☐ Available at some worksites only







	Available at all worksites Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave when an employee returns from leave) 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 Available at all worksites Targeted communication mechanisms, for example intranet/ forums Available at some worksites only 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 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				
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 (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) 				





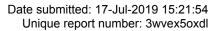
14.



	☐ Currently under development, please enter da ☐ Insufficient resources/expertise ☐ Not aware of the need ☐ Not a priority	ate this is due t	to be completed		
	Other (provide details):				
AND r	e any of the following options are available in ymen? flexible hours of work compressed working weeks time-in-lieu telecommuting part-time work job sharing carer's leave purchased leave unpaid leave. Ins may be offered both formally and/or informatemple, if time-in-lieu is available to women for some/all options are not available to both women. Which options from the list below are available Unticked checkboxes mean this option	ally. rmally but to r en and men. n AND men.	nen informally, k the related ch	you would sel	
		Man	agers	Non-m	anagers
		Formal	Informal	Formal	Informal
	Flexible hours of work		\boxtimes		\boxtimes
	Compressed working weeks		\boxtimes	\boxtimes	
	Time-in-lieu		\boxtimes		\boxtimes
	Telecommuting		\boxtimes		\boxtimes
	Part-time work	\boxtimes		\boxtimes	
	Job sharing		\boxtimes		
	Carer's leave	\boxtimes		\boxtimes	
	Purchased leave	\boxtimes		\boxtimes	
	Unpaid leave	\boxtimes		\boxtimes	
14.3	You may specify why any of the above option Currently under development, please enter de Insufficient resources/expertise Not a priority Other (provide details):			employees.	
14.4	If your organisation would like to provide add please do so below:	ditional inform	nation relating to	o gender equa	lity indicator 4,

Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

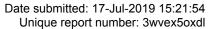
This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.







15.	nave :	you consulted with employees on issues concerning gender equality in your workplace?
	☐ Yes ⊠ No	(you may specify why you have not consulted with employees on gender equality) Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details):
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Ger	nder	equality indicator 6: Sex-based harassment and discrimination
oartici	pation.	n 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?
	⊠ Yes	s (select all applicable answers) Policy
	□No	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?
		s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units Other (provide details): (you may specify why this training is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):





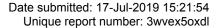


17.1 If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

Other

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

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







Gender composition proportions in your workplace

Important notes:

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

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 80.5% females and 19.5% males.

Promotions

- 2. 100.0% of employees awarded promotions were women and 0.0% were men
 - i. 100.0% of all manager promotions were awarded to women
 - ii. 0.0% of all non-manager promotions were awarded to women.
- 3. 54.9% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 84.4% of employees who resigned were women and 15.6% were men
 - i. 50.0% of all managers who resigned were women
 - ii. 85.5% of all non-managers who resigned were women.
- 5. 54.9% of your workforce was part-time and 59.4% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 0.0% 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. N/A non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access List of employee organisations: The Australian Municipal, Administrative, Clerical and Services Union; Independent Education Union of Australia; Together Queensland, Industrial Union of Employees CEO sign off confirmation Name of CEO or equivalent: Pam Macrossan CEO signature: Date: