



Public report

2018-19

Submitted by

Legal Name: Betfair Pty Ltd







Organisation and contact details

Submitting organisation details	Legal name	Betfair Pty Ltd			
	ABN	30110084985			
	ANZSIC	R Arts and Recreation Services 9209 Other Gambling Activities			
	Business/trading name/s				
	ASX code (if applicable)				
	Postal address	Level 13, 565 Bourke Street			
		Melbourne VIC 3000			
		AUSTRALIA			
	Organisation phone number	0399475953			
Reporting structure	Ultimate parent	Crown Resorts Limited			
	Number of employees covered by this report	104			





Workplace profile

Manager

						100000000000000000000000000000000000000
Manager lengtional captured	Deporting level to CEO	Employment status			No. of employees	
Manager occupational categories	Reporting level to CEO	Employment status	Ŀ	⊻	Total employees	
		Full-time permanent	0	1	L	
		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	1	2	3	
3		Full-time contract	0	0	0	
Other executives/General managers	7	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	1	1	2	
		Full-time contract	0	0	0	
	7-	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	0	2	2	
		Full-time contract	0	0	0	
Senior Managers	-2	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	1	0	↓	
		Full-time contract	0	0	0	
	ဇှ	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	0	2	2	
		Full-time contract	0	0	0	
Other managers	-2	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	



Manager occupational categories	Reporting level to CEO	auteta toemvoluma			No. of employees
		Employment status	ш	Σ	Total employees





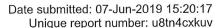
Workplace profile

Non-manager

		No. of employees (excluding	graduates and apprentices)	No. of graduates (if applicable)	(if applicable)	No. of apprentices	of apprentices (if applicable)	-
Non-manager occupational categories	Employment status		Σ	1	Σ	4	M	i otal employees
	Full-time permanent	4	35	0	0	0	0	39
	Full-time contract	0	7	0	0	0	0	ļ
Professionals	Part-time permanent	2	٢	0	0	0	0	3
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	3	0	0	0	0	3
	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	8	13	0	0	0	0	21
	Full-time contract	-	2	0	0	0	0	3
Community and personal service	Part-time permanent	0	2	0	0	0	0	2
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	2	6	0	0	0	0	11
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	က	2	0	0	0	0	5
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	5	0	0	0	0	5
	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



Non-manager occupational categories Employment status	Employment status	No. of employees (excluding of	graduates and apprentices)	No. of graduates	(if applicable)	No. of apprentices	(if applicable)	-
soll diagraphic companies are golles	Linployment status	Н	M	Н Н	Σ	4	Σ	l otal 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		20	73	0	0	0	0	93







Reporting questionnaire

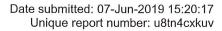
Gender equality indicator 1: Gender composition of workforce

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 Developing in conjunction with Crown Resorts due date December 2019. □ 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 Developing internal female leadership program, due date December 2019. ☐ 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	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	1	5	10	26
Permanent/ongoing part-time employees	0	0	2	4
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	3	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)	1	5
Number of appointments made to NON-MANAGER roles (including promotions)	43	80

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

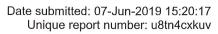
	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	4	3	19
Permanent/ongoing part-time employees	0	0	4	5
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	1	0
Casual employees	0	0	2	7

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.

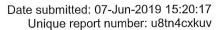
2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.







2.1	Please answer the following ques	stions relating to each governing boo	ly covered in this report.
	Note: If this report covers more to organisation before proceeding to	han one organisation, the questions o question 2.2.	below will be repeated for each
	If your organisation's governing organisation's name BUT the nur	body is the same as your parent entit nerical details of your parent entity's	ty's, you will need to add your governing body.
2.1a.1	Organisation name?		
	Betfair Pty Ltd		
2.1b.1	How many Chairs on this govern	ing body?	
		Female	Male
	Number	0	1
2.1c.1	How many other members are on	this governing body (excluding the	Chair/s)?
		Female	Male
	Number	0	2
2.1g.1	☐ Insufficient resources/exp ☐ Do not have control over ☐ Not a priority ☐ Other (provide details): Are you reporting on any other or ☐ Yes ☒ No	governing body/board appointments (pr	rovide details why):
2.2			r for governing body members for ALL
	☐ In place for some governi☐ Currently under developn☐ Insufficient resources/exp	nal selection policy or formal selection s ng bodies nent, please enter date this is due to be	completed
2.3		s a partnership structure (i.e. select l d or Inc; or an "unincorporated" entit	
	☐ Yes		







☑ No

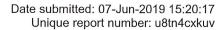
2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

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.

3.	Do you have a formal policy and/or formal strategy on remuneration generally?
	 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 ☐ 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.	Have you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. conducted a gender pay gap analysis)?
	 ✓ Yes - 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 room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications) ✓ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and ther IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments) ✓ Non-award employees paid market rate ✓ Not a priority ✓ Other (provide details):
	4.01 You may provide details below on the type of gender remuneration gap analysis that has been undertaken

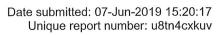
(for example like-for-like and/or organisation-wide).







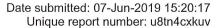
	4.1	Did you take any actions as a result of your gender remuneration gap analysis?
		Yes – indicate what actions were taken (select all applicable answers) Created a pay equity strategy or action plan Identified cause/s of the gaps Reviewed remuneration decision-making processes Analysed commencement salaries by gender to ensure there are no pay gaps Analysed performance ratings to ensure there is no gender bias (including unconscious bias) Analysed performance pay to ensure there is no gender bias (including unconscious bias) Trained people-managers in addressing gender bias (including unconscious bias) Set targets to reduce any like-for-like gaps Set targets to reduce any organisation-wide gaps Reported pay equity metrics (including gender pay gaps) to the governing body Reported pay equity metrics (including gender pay gaps) to all employees Reported pay equity metrics (including gender pay gaps) to all employees Reported pay equity metrics (including gender pay gaps) externally Corrected like-for-like gaps Conducted a gender-based job evaluation process Implemented other changes (provide details): No (you may specify why no actions were taken resulting from your remuneration gap analysis) No unexplainable or unjustifiable gaps identified 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 are paid market rate Unable to address cause/s of gaps (provide details why): Not a priority Other (provide details):
	4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:
		equality indicator 4: Flexible working and support for employees illy and caring responsibilities
employ suppor to com	/ment te ting em bine pa	will enable the collection and use of information from relevant employers about the availability and utility of erms, conditions and practices relating to flexible working arrangements for employees and to working arrangements ployees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men id work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamentallity and to maximising Australia's skilled workforce.
5.	A "PRI greate	MARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having responsibility for the day-to-day care of a child.
		provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND addition to any government funded parental leave scheme for primary carers?
	time ov	. (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 er 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 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







	□ No paid p	 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) 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):
	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:
		8
ōa.	carer	rr organisation would like to provide additional information on your paid parental leave for primary s e.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.
		☐ <10% ☐ 10-20% ☐ 21-30% ☐ 31-40% ☐ 41-50% ☐ 51-60% ☐ 61-70% ☐ 71-80% ☐ 81-90% ☑ 91-99% ☐ 100%
	5.3	Please indicate whether your employer funded paid parental leave for primary carers covers:
	3.3	☐ Adoption ☐ Surrogacy ☐ Stillbirth
6.		ECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ary carer.
		ou provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and en, in addition to any government funded parental leave scheme for secondary carers?
	☐ No	by, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) by, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY by (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





6a.

7.

Managers



	☐ Not a priority ☐ Other (provide details):
6.1	How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:
	10
	r organisation would like to provide additional information on your paid parental leave for SECONDARY ERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
6.2	What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS?
	 In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
	☐ <10% ☐ 10-20% ☐ 21-30% ☐ 31-40% ☐ 41-50% ☐ 51-60% ☐ 61-70% ☐ 71-80% ☐ 81-90% ☑ 91-99% ☐ 100%
6.3	Please indicate whether your employer funded paid parental leave for secondary carers covers:
	☐ Adoption ☐ Surrogacy ☐ Stillbirth
	nany MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include byees still on parental leave, regardless of when it commenced.

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.

Male

Primary carer's leave

0

Female

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	3	6	0	0

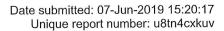
0

Secondary carer's leave

Male

Female

- 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.





9.



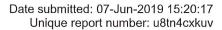
	Female	Male
Managers	1	0

viaita	3012	ľ		
8.1	How many NON-MANAGERS, during the reporting period, ceased employment before returning to wor parental leave, regardless of when the leave commenced? Include those where parental leave was taken continuously with any other leave type. For exam 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, incl resignations, redundancies and dismissals.			
		Female	Male	
	Non-managers	2	0	
Do yo	ou have a formal policy and/or formal s	trategy on flexible working arrangement	ts?	
	s (select all applicable answers) Policy Strategy	r formal etratogy is in place)		

	 ☐ 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):
10.	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	 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 agreement □ Not a priority □ Other (provide details):
11.	Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (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
42	☐ Not a priority ☐ Other (provide details): De you have a formal policy and/or formal strategy to support amployees who are experiencing family or domestic

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

	select all applicable answers) ☑ Policy
	Strategy
□ No (yo □ □ □	ou 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

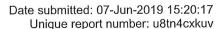






	☐ Not a priority ☐ Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	 ⊠ Yes (select all applicable answers) □ Employee assistance program (including 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 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 □ 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 aware of the need □ Not a priority □ Other (provide details): □ 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? I flexible hours of work Compressed working weeks Itime-in-lieu Itelecommuting part-time work purchased leave purchased leave 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. Yes, the option/s in place are available to both women and men. No, some/all options are not available to both women AND men.

Unticked checkboxes mean this option is NOT available to your employees.





14.3



	Mar	Managers		anagers
	Formal	Informal	Formal	Informal
Flexible hours of work			⊠	
Compressed working weeks		\boxtimes		
Time-in-lieu				
Telecommuting				
Part-time work	\boxtimes			
Job sharing				
Carer's leave				
Purchased leave	\boxtimes			
Unpaid leave				

	☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
	Other (provide details):
4.4	If your organisation would like to provide additional information relating to gender equality indicator 4 please do so below:

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.	☐ Ye	you consulted with employees on issues concerning gender equality in your workplace? s (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.

Gender equality indicator 6: Sex-based harassment and discrimination

The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.

16. Do you 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.	⊠ Ye	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 22.1% females and 77.9% males.

Promotions

- 2. 31.4% of employees awarded promotions were women and 68.6% were men
 - 16.7% of all manager promotions were awarded to women
 - ii. 33.3% of all non-manager promotions were awarded to women.
- 3. 9.6% of your workforce was part-time and 17.6% of promotions were awarded to part-time employees.

Resignations

- 4. 25.5% of employees who resigned were women and 74.5% were men
 - i. 33.3% of all managers who resigned were women
 - ii. 24.4% of all non-managers who resigned were women.
- 5. 9.6% of your workforce was part-time and 21.3% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- 75.0% 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
- 100.0% of all 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: Internal employee newsletter (Crown Frontline) CEO sign off confirmation Name of CEO or equivalent: Tim Moore-Barton CEO signature: Date:

