WORKPLACE GENDER EQUALITY POLICY

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<th>Policy Classification</th>
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<td><strong>Policy Number:</strong> 06/2014</td>
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<td><strong>Date of most recent review:</strong> 29 May 2014</td>
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<td><strong>Policy Audience:</strong> Public Domain</td>
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**Policy Approval:**
This policy was approved by the Senior Leadership Team on 29 May, 2014.

This policy supersedes all previous policies relating to matters contained herein.

Oakhill College is committed to promoting the principles of gender equity in our School.
1. **Scope**

   The focus of the *Workplace Gender Equality Act 2012 (Act)* is to promote and improve gender equality for both women and men, while recognising the historically disadvantaged position of women in the workplace.

2. **Objective**

   The aim of gender equality in the workplace is to achieve broadly equal outcomes for women and men, not exactly the same outcome for all individuals.

   The principal objects of the Act are to:

   - promote and improve gender equality in employment and in the workplace;
   - support employers to remove barriers to the full and equal participation of women in the workforce;
   - promote, amongst employers, the elimination of discrimination on the basis of gender in relation to employment matters (including in relation to family and caring responsibilities);
   - foster workplace consultation between employers and employees on issues concerning gender equality in employment and in the workplace; and
   - improve the productivity and competitiveness of Australian business through the advancement of gender equality in the workplace.

   All non-public sector employers with 100 or more employees are required to report annually under the Act to the Workplace Gender Equality Agency about certain gender equality indicators. In accordance with the Act [School Name] will advise employees when this report is lodged and make it accessible to employees (excluding confidential information).

3. **Policy and Practice**

   Oakhill College recognises the importance of a diverse and multi-talented Board and staff and their contribution to excellence in the delivery of its curriculum.

   Such an approach to gender equity permeates the spectrum of decisions made and practices maintained with the College.

   By example, as seen in this indicative listing, staff members are considered equally and on merit in the following areas of practice and opportunity, regardless of gender:

   - Recruitment
   - Opportunities and Engagement in Professional Learning
   - Professional Conversations and Reflections
   - Line Management Support
   - Exit Interview and Reflections
   - Pastoral Care
   - Remuneration

   Conversely, the deliberate absence of gender quotas supports the approach that all staff are afforded equal consideration in all employment and training decisions.
4. Legislation
The Workplace Gender Quality Act 2012 (Cth) (which replaced the Equal Opportunity for Women in the Workplace Act 1999 (Cth)) includes the following key aims, which resonate strongly with the College’s approach:

- Promote and improve gender equality (including equal remuneration between women and men) in employment and in the workplace
- Support all employers to remove barriers to the full and equal participation of women in the workforce, in recognition of the disadvantaged position of women in relation to employment matters.
- Promote, amongst employers, the elimination of discrimination on the basis of gender in relation to employment matters (including in relation to family and caring responsibilities)
- Foster workplace consultation between employers and employees on issues concerning gender equality in employment and in the workplace
- Improve the productivity and competitiveness of Australian business through the advancement of gender equality in employment and in the workplace

In conjunction with annual reporting to the Workplace Gender Equality Agency, College gender equality practices will include a review of the workforce and personnel policies and practices in the areas of recruitment, selection, transfer, promotion and reclassification, staff training, professional learning and work conditions.

The reporting process encourages the development of future objectives and ongoing development of policy and practice. Such development can be measured, over time, through the annual reporting process.

Responsibility for Gender Equality Reporting and Processes

It is the responsibility of all members of the College Community to uphold this approach to gender equality in the workplace. The Senior Leadership Team and College Board will manage the review of policy and practice in a manner which supports the aims of the Workplace Gender Equality Act 2012 (Cth).

Specifically, the Principal, or their Delegate, will prepare the annual report for the Workplace Gender Equality Agency, in consultation with other staff. As part of the reporting process staff are invited to consult with the Senior Leadership Team with regard to any aspect reported.