



Date Created: 20-04-2023



Australian Government



**Workplace
Gender Equality
Agency**





Date Created: 20-04-2023

2022 - 23 Gender Equality Reporting

Submitted By:

Canterbury League Club Limited 84000191248

#Workplace Overview

Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

Recruitment: Yes

Policy

Retention: Yes

Strategy

Performance management processes: Yes

Policy

Promotions: Yes.

Policy

Talent identification/identification of high potentials: NoCurrently under development

Estimated Completion Date: 30/11/2023

Succession planning: No

Currently under development

Estimated Completion Date: 30/11/2023

Training and development: Yes

Policy

Key performance indicators for managers relating to gender equality: NoNot a priority

2. Do you have formal policy and/or formal strategy in place that support gender equality overall?

YesPolicy

3. Does your organisation have any of the following targets to address gender equality in your workplace?

4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Governing Bodies

Organisation: Canterbury League Club Limited

1.Name of the governing body: Canterbury League Club Board of Directors

2.Type of the governing body: Board of Directors

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 0	Male (M) 6	Non-Binary 0

4. Formal section policy and/or strategy: No

Selected value: Do not have control over governing body/appointments

Details why there is no control over governing body/appointments: Board of Directors are elected by the Club members

5. Does this organisation's governing body have limits on the terms of its Chair and/or Members:No

6. Target set to increase the representation of women: No

Selected value:

Do not have control over governing body/appointments

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value: Other

Other value: Board of Directors are elected by the Club members

8. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

No

Other

Provide Details: Board of Directors are elected by the Club members

9. Do you collect data on any of the following dimensions of the identities of members of this organisation's governing body?

2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

#Action on gender equality

Gender Pay Gaps

1. Do you have a formal policy and/or formal strategy on remuneration generally?

Yes

Policy

1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?

No Salaries set by awards/industrial or workplace agreements; Non-award employees paid market rate

2. What was the snapshot date used for your Workplace Profile?

26/06/2022

3. *Voluntary question:* Does your organisation publish its organisation-wide gender pay gap?

No

4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

Employer action on pay equality

1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes

1.1 When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

Date Created: 20-04-2023

1.2 Did you take any actions as a result of your gender remuneration gap analysis?

No

No unexplained or unjustifiable gaps identified

1.3 What type of gender remuneration gap analysis has been undertaken?

2. For organisations with partnership structures: Have you undertaken a gender remuneration gap analysis ('gender pay gap analysis') in the current reporting period to determine if there are any remuneration gaps between women partners and men partners in your organisation?.
3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace?

No/Not needed (provide details why)

Other Details: Majority of employees have remuneration set under an Award and the remainder of employees are market determined

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

No

Not a priority

3. On what date did your organisation share your last year's public reports with employees and shareholders?

Employees:

Yes

Date: 19/05/2022

Shareholder:

Yes

Date: 19/05/2022

Date Created: 20-04-2023

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?

No

5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

#Flexible Work

Flexible Working

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

No

Other

Other: Contained within the parental leave policy

2. Do you offer any of the following flexible working options to MANAGERS in your workplace?

Carer's leave: Yes

SAME options for women and men Formal options are available

Compressed working weeks: Yes

SAME options for women and men Formal options are available; Informal options are available

Flexible hours of work: Yes

SAME options for women and men Formal options are available; Informal options are available

Job sharing: Yes

SAME options for women and men

Part-time work: Yes

SAME options for women and men

Purchased leave: Yes

SAME options for women and men Formal options are available

Remote working/working from home: Yes

SAME options for women and men

Time-in-lieu: Yes

SAME options for women and men

Formal options are available; Informal options are available

Unpaid leave: Yes

SAME options for women and men Formal options are available; Informal options are available

3. **Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?**
Yes
4. **Voluntary question: Has your organisation implemented an 'all roles flex' approach to flexible work?**
5. **Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**
Yes, women and men
6. **Voluntary question: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location?**
7. **If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.**

#Employee Support

Paid Parental leave

1. **Do you provide employer-funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?**

No

Government scheme is sufficient

1. **If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.**

Support for carers

1. **Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?**

Yes

Policy

2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

2.1. Employer subsidised childcare

No

Insufficient resources/expertise

2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No

Not a priority

2.3. Breastfeeding facilities

Yes

Available at SOME worksites

2.4. Childcare referral services

No

Not a priority

2.5. Coaching for employees on returning to work from parental leave

No

Not a priority

2.6. Targeted communication mechanisms (e.g. intranet/forums)

Yes

Available at ALL worksites

2.7. Internal support networks for parents

No

Not a priority

2.8. Information packs for new parents and/or those with elder care responsibilities

No

Not a priority

2.9. Parenting workshops targeting fathers

No

Not a priority

2.10. Parenting workshops targeting mothers

No

Not a priority

2.11. Referral services to support employees with family and/or caring responsibilities

No

Not a priority

2.12. Support in securing school holiday care

No

Not a priority

2.13. On-site childcare

No

Insufficient resources/expertise

2.14. Other details: No

3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

Other leave measures

1. Voluntary question : Do you provide employees paid leave for any of the following (in addition to personal/sick leave)?

Sex-based harassment and discrimination

1. Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes

Policy

- 1.1 Voluntary question : Is this a standalone policy or strategy?

Yes

- 1.2 Voluntary question: How frequently is the policy and/or strategy reviewed and approved by the governing body or the CEO or equivalent?

Reviewed by the governing body

At least annually

Reviewed by the CEO

At least annually

- 1.3 Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?

- 1.4 Voluntary question: Does your policy and/or strategy include any of the following?

Date Created: 20-04-2023

A statement on the positive duty of the employer to provide a safe workplace, free of sexual harassment; Leadership accountabilities and responsibilities for prevention and response to sexual harassment; Expectations of manager and non-manager training on respectful workplace conduct and sexual harassment; Process to disclose, investigate and manage any sexual harassment; Expectations of safety, respect and inclusive conduct in recruitment materials, contracts and performance management

2. Do you provide training on sex-based harassment and discrimination prevention to the following groups?

Yes At induction Annually

Voluntary question: All Non-Managers

Yes

At induction Annually

Voluntary question: Governing Body

No

Not aware of the need

Voluntary question: Other people in the workplace (e.g. contractors, consultants, volunteers, interns)

Yes

At induction

2.1 Voluntary question: Does the training delivered to the above groups include any of the following?

Respectful workplace conduct; What sexual harassment, harassment on the grounds of sex and discrimination means; Roles and responsibilities of everyone in the workplace for prevention and response, including for bystanders; Internal processes and options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation; How to manage and respond to disclosures

3. Voluntary question: Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Members of the governing body

Chief Executive Officer or equivalent

Date Created: 20-04-2023

4. **Voluntary question: Does your workplace health and safety risk management process include any of the following?**
 - 4.1 **Voluntary question: What actions/responses have been put in place as part of your risk management process?**
5. **Voluntary question: From the following list, what do you provide to support workers involved in and affected by sexual harassment?**
6. **Voluntary question: From the following list, what options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?**
7. **Voluntary question: Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?**
 - 7.1 **Voluntary question: Has your organisation reported prevalence data publicly during the reporting period?**
8. **Voluntary question: Does your organisation report on sexual harassment to the governing body and management (CEO, KMP, HOB) and how frequently?**

Governing Body:

Management:
- 8.1 **Voluntary question: Do your reports on sexual harassment to governing body and management include any of the following?**
9. **If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.**

Family or domestic violence

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

Yes

Policy

2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

A domestic violence clause is in an enterprise agreement or workplace agreement

Yes

Confidentiality of matters disclosed

Yes

Protection from any adverse action or discrimination based on the disclosure of domestic violence

Yes

Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

Emergency accommodation assistance

No

Insufficient resources/expertise

Provision of financial support (e.g. advance bonus payment or advanced pay)

Yes

Flexible working arrangements

Yes

Offer change of office location

Yes

Access to medical services (e.g. doctor or nurse)

Yes

Training of key personnel

Yes

Referral of employees to appropriate domestic violence support services for expert advice

Yes

Workplace safety planning

Yes

Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

No

Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)

No

Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

No

Number of Days:

10

Access to unpaid leave

Yes

Is the leave period unlimited?

Yes

Provide Details:: No

2. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below

#Diversity and Inclusion

Voluntary Section

1. Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

No

Not a priority

2. Voluntary question : Does your organisation collect data on any of the following dimensions of employees' identities?

Yes, Aboriginal and/or Torres Strait Islander identity

This data not anonymous and is identifiable (i.e., the employer can determine which employees identify in this way)

Yes, Cultural and/or language and/or race/ethnicity background

This data not anonymous and is identifiable (i.e., the employer can determine which employees identify in this way)

3. Voluntary question: Do you collect data on whether employees identify as Aboriginal and/or Torres Strait

No