

WORKPLACE GENDER EQUALITY POLICY

	Fairholme College (Toowoomba) Pty Ltd ABN 78 096 814 130 CRICOS Provider Code 00651J		
Purpose	Workplace Gender Equality Policy		
Scope	Applies to all staff, and volunteers at Fairholme College		
References	Workplace Gender Equality Act 2012 (Cth) Fair Work Information Statement - Ombudsman Recruitment Guidelines Staff Code of Conduct		
Policy Type	Public		
Policy Location	College Website		
Version	4.0		
Supersedes	All previous versions of this policy		
Policy Owner	Deputy Principal, Head of Senior School		
Review Date	4 July 2016	Next Review Date	4 July 2018
Authorised By	Deputy Principal, Head of Senior School	Date of Authorisation	

Introduction

The College, in accordance with the Workplace Gender Equality Agency, commenced the development and implementation of an affirmative action approach for all employment and training practices on 1 February 1993. This approach is designed to ensure that all members of the community are afforded the same opportunities, training and support, regardless of gender.

Policy and Practice

Such an approach to gender equity permeates the spectrum of decisions made and practices maintained within 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
- Opportunities to develop capacity in acting positions and/or positions of added responsibility
- 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.

Legislation

The *Workplace Gender Equality 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 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 practice 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 community to uphold this approach to gender equality in the workplace. The 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 Deputy Principal, Head of Senior School and Compliance Staff 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 Leadership Team with regard to any aspect reported.