



Public report

2017-18

Submitted by

Legal Name:

Dooleys Lidcombe Catholic Club Ltd





Organisation and contact details

Submitting organisation details	Legal name	Dooleys Lidcombe Catholic Club Ltd
	ABN	95000963244
	ANZSIC	H Accommodation and Food Services 4530 Clubs (Hospitality)
	Business/trading name/s	Dooleys Lidcombe Catholic Club Ltd
	ASX code (if applicable)	
	Postal address	PO Box 25 LIDCOMBE NSW 2141 AUSTRALIA
	Organisation phone number	87456100
Reporting structure	Number of employees covered by this report	408





Workplace profile

Manager

Manager acquiretional estageries	Manager occupational categories Reporting level to CEO Employment status			N	o. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	1	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	1	5	6
		Full-time contract	0	0	0
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Kan managanah namanah		Casual	0	0	0
Key management personnel	Full-time permanent Full-time contract -2 Part-time permanent	Full-time permanent	0	2	2
		Full-time contract	0	0	0
		0	0	0	
	Part-time contract 0 0				0
		Casual	0	0	0
		Full-time permanent	1	2	3
		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	1
		Full-time contract	0	0	0
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Oth or made a serie		Casual	0	0	0
Other managers		Full-time permanent	5	12	17
		Full-time contract	0	0	0
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0





Manager acquiretional actoroxica	Departing level to CEO	Employment status	No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees	
		Full-time permanent	4	14	18	
		Full-time contract	0	0	0	
	-3	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Grand total: all managers				36	48	

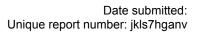




Workplace profile

Non-manager

Non manager appunational estagarias	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Total employees
Non-manager occupational categories	Employment status	F	M	F	М	F	M	, ,
	Full-time permanent	2	4	0	0	0	0	6
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	2	0	0	0	0	0	2
Protessionals	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	6	0	0	0	0	6
	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	46	48	0	0	0	0	94
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	86	89	0	0	0	0	175
	Part-time contract	0	0	0	0	0	0	0
	Casual	26	26	0	0	0	0	52
	Full-time permanent	11	7	0	0	0	0	18
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	6	0	0	0	0	0	6
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	0	0	0	0	0	1
	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







Non manager occupational estagerica	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total 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	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		180	180	0	0	0	0	360





Reporting questionnaire

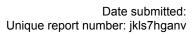
Gender equality indicator 1: Gender composition of workforce

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 2017 to 31 March 2018. (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	1	4	7	10
Permanent/ongoing part-time employees	0	0	1	2
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	1	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)	3	4
Number of appointments made to NON-MANAGER roles (including promotions)	50	65

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

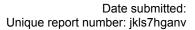
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	4	9	20
Permanent/ongoing part-time employees	0	0	32	37
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	2	3

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.



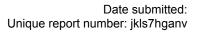


2.1



	Note: If this report covers morganisation before proceed			s below will be i	repeated for each
	If your organisation's govern organisation's name BUT the				
2.1a.1	Organisation name?				
	DOOLEYS Lidcombe Catholic	Club			
2.1b.1	How many Chairs on this go	verning body?			
			Female		Male
	Number	0		1	
2.1c.1	How many other members a	re on this governing	g body (excluding th	e Chair/s)?	
	<u> </u>		Female		Male
	Number	1		4	
2.1g.1	☐ Insufficient resource ☐ Do not have control	es/expertise over governing body embers elect board o ils):	f director members ar	provide details v	
	☐ Yes ⊠ No				
2.2	Do you have a formal selection organisations covered in this		rmal selection strate	gy for governing	g body members for ALL
	☐ Yes (select all applicable an ☐ Policy ☐ Strategy ☑ No (you may specify why n ☐ In place for some go ☐ Currently under dev ☐ Insufficient resource ☑ Do not have control Club members of D ☐ Not a priority ☐ Other (provide detail	o formal selection po overning bodies relopment, please en es/expertise over governing body OOOLEYS Lidcombe	ter date this is due to	be completed le details why)	,
2.3	Does your organisation oper "incorporated" entity - Pty L				janisation is an

Please answer the following questions relating to each governing body covered in this report.







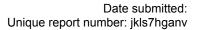
	Yes
\boxtimes	No

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.

	☑ 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 	
	☐ Salaries set by awards/industrial of 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?	
	on the operation general pay equally employment in your formal pener, and an integral	
	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)?	
	☐ 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 a	
	room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)	i
	Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and	there
	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):	







4.2 If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

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.	A "PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.
	Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government funded parental leave scheme for primary carers?
	Yes. (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 time 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) □ No, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please indicate 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 time 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) □ No, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded paid 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 time 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) □ No, 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):
6.	A "SECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the primary carer.
	Do you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and women, in addition to any government funded parental leave scheme for secondary carers?
	 Yes No, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) No, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY No (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 □ Government scheme is sufficient □ Not a priority □ Other (provide details):

7. How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.





	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	0	0	0	3

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.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	4	0	0	2

- 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.

	Female	Male
Managers	0	0

- 8.1 How many NON-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.

	Female	Male
Non-managers	2	0

⊠ 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

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

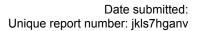
Other (provide details):

o 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):

■ Not a priority

9.

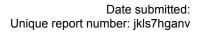
10.







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 ☑ Not a priority □ Other (provide details):
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) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ 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? • flexible hours of work • compressed working weeks • time-in-lieu • telecommuting • part-time work
	 job sharing carer's leave purchased leave

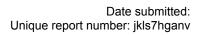






14.1	 Which options from the list below are Unticked checkboxes mean th 				
		Man	agers	Non-m	anagers
		Formal	Informal	Formal	Informal
	Flexible hours of work				
	Compressed working weeks			<u> </u>	
	Time-in-lieu				
	Telecommuting				
	Part-time work				
	Job sharing				
	Carer's leave				
	Purchased leave				
	Unpaid leave				
14.4	 ☑ Not a priority ☐ Other (provide details): If your organisation would like to proplease do so below:	vide additional inform	nation relating	to gender equa	ality indicator
14.4	Other (provide details):	vide additional inform	nation relating	to gender equa	ality indicator
	☐ Other (provide details): If your organisation would like to proplease do so below:				
nder	☐ Other (provide details): If your organisation would like to provide to provide details.	nsultation wi	th emplo		
ender nceri	Other (provide details): If your organisation would like to proplease do so below: requality indicator 5: Co	ensultation wi	th emplo	yees on	issues
ender nceri gender erning g	Other (provide details): If your organisation would like to proplease do so below: requality indicator 5: Coning gender equality in the equality indicator seeks information on what	ensultation with the workplace at consultation occurs to	th emplo	yees on vers and employ	issues rees on issues
ender nceri gender erning g	Other (provide details): If your organisation would like to proplease do so below: The equality indicator 5: Coming gender equality in the equality in the workplace. The equality indicator seeks information on what is the equality in the workplace.	ensultation with the workplace at consultation occurs to the concerning gender	th emplo	yees on vers and employ our workplace?	issues rees on issues
ender nceri gender erning g	Other (provide details): If your organisation would like to proplease do so below: Tequality indicator 5: Coning gender equality in the equality in the workplace. The you consulted with employees on issues to (you may specify why you have not consolony in the consolony in the workplace). The you consulted with employees on issues to (you may specify why you have not consolony in the workplace). The you consulted with employees on issues to (you may specify why you have not consolony in the your provide details why): The your organisation would like to provide a consolony in the your place.	ensultation withe workplace at consultation occurs to the consultation occu	eth employ Detween employ or equality in your	vers and employ our workplace?	issues vees on issues

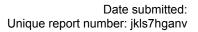
unpaid leave.
 Options may be offered both formally and/or informally.
 For example, if time-in-lieu is available to women formally but to men informally, you would select NO.







		☐ Exit interviews ☐ Performance discussions ☐ Other (provide details):
	15.2	Who did you consult?
		 All staff Women only Men only Human resources managers Management Employee representative group(s) Diversity committee or equivalent Women and men who have resigned while on parental leave 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
particip	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?
	⊠ Ye:	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?
	⊠ Ye	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):







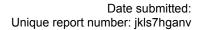
☐ No	(you may specify why this training is not provided)
	Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise
	☐ Not a priority
	Other (provide details):
17.1	If your organisation would like to provide additional information relating to gender 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.)

DOOLEYS Lidcombe Catholic Club prides itself on ensuring gender equality throughout the business. DOOLEYS employs females in key managerial positions i.e. Group People & Learning Manager, Senior Project Management Officer, Assistant Finance Manager, Gaming Manager, Duty Mangers, Supervisors and Team Leaders. These positions can traditionally be male dominated in the Club industry. We also employ individuals who associate wit the LGBTI community.







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 47.1% females and 52.9% males.

Promotions

- 2. 38.5% of employees awarded promotions were women and 61.5% were men
 - i. 20.0% of all manager promotions were awarded to women
 - ii. 42.9% of all non-manager promotions were awarded to women.
- 3. 44.9% of your workforce was part-time and 11.5% of promotions were awarded to part-time employees.

Resignations

- 4. 41.3% of employees who resigned were women and 58.7% were men
 - i. 33.3% of all managers who resigned were women
 - ii. 41.7% of all non-managers who resigned were women.
- 5. 44.9% of your workforce was part-time and 63.3% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 50.0% 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. 100.0% of all non-managers who utilised parental leave and ceased employment before returning to work were women

List of employee organisations:	
CEO sign off confirmation	
CEO sign off confirmation	Confirmation CEO has signed the report: