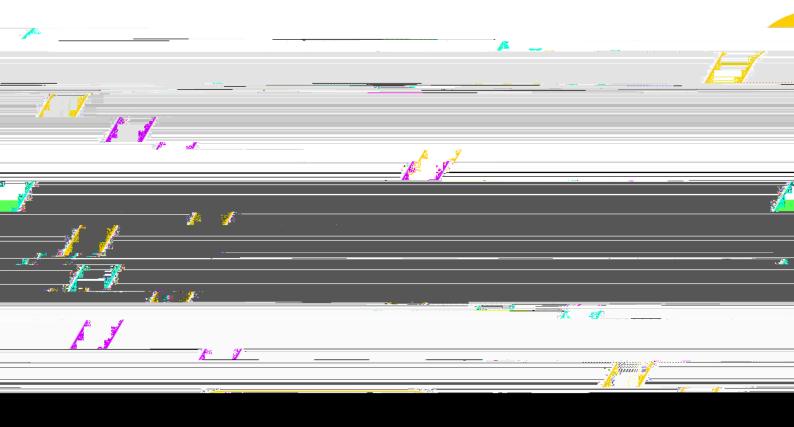
Public





Organisation and contact details

Legal name Swan Christian Education Assn Inc

ABN 91922863387

ANZSIC P Education and Training

8023 Combined Primary and Secondary Education

Business/trading name/s Beechboro Christian College

Ellenbrook Christian College Kalamunda Christian School Mundaring Christian College Southern Hills Christian College

Swan Christian College

Northshore Christian Grammar School

ASX code (if applicable)

Postal address PO Box 254

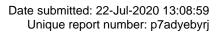
MIDLAND WA



Workplace profile

Manager

Managar appunational actagaries	Reporting level to CEO	Employment status	No. of employees		
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	0	0
		Full-time contract	0	1	1
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	0	0	0
		Full-time contract	2	8	10
Key management personnel	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	0	0
	-1	Full-time contract	0	1	1
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
Carian Managana		Casual	0	0	0
Senior Managers		Full-time permanent	0	0	0
		Full-time contract	6	9	15
	-2	Part-time permanent	0	0	0
		Part-time contract	1	0	1
		Casual	0	0	0
		Full-time permanent	0	0	0
		Full-time contract	3	3	6
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Other managers		Casual	0	0	0
Other managers		Full-time permanent	0	0	0
		Full-time contract	19	27	46
	-3	Part-time permanent	0	0	0
		Part-time contract	9	0	9
		Casual	0	0	0





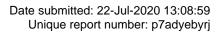
Managar aggungtional agtogories	Reporting level to CEO	Employment status	No. of employees		
Manager occupational categories	Reporting lever to CEO	Employment status	F	М	Total employees
Grand total: all managers					89



Workplace profile

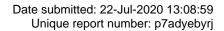
Non-manager

Non-manager acquiretional actorories	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduates (if applicable)	No. of apprentices (if applicable)
Non-manager occupational categories	Employment status	F			





Non-manager acquiretional actoroxica	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	1	8	0	0	0	0	9
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	1	2	0	0	0	0	3
	Part-time contract	1	0	0	0	0	0	1
	Casual	0	5	0	0	0	0	5
	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		517	162	0	0	0	0	679



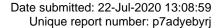


1.7	Tomotions
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy
	 No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.5	Talent identification/identification 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
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 31 December 2020. ☐ Insufficient resources/expertise
	•



☐ Not a priority

1.10 How many employees were promoted during the reporting period against each category below?





Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

2.1a.1	Organisation name?
	Swan Christian Education Association Inc.

2.1b.1 What gender is the Chair on this governing body (if the role of the Chair rotates, enter the gender of the Chair at your last meeting)?

Female	Male

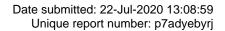


4.2 If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

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 ☐ 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 					





6.

	☐ 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:
	ECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ary carer.
Do yo	ou provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and DETG: available



Adoption	
- Callle and	
☐ Stillbirth	1

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 care	's leave
	Female	Male	Female	Male
Managers	2	0	0	3

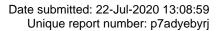
7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	31	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





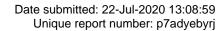
	⊠ Policy □ Strategy		
	No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details):		
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		



- 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
 - unpaid leave.

Options may be offered both formally and/or informally.

For example, if time-in-lieu is available to women formally footbally





		 ☐ Insufficient resources/expertise ☐ Not a priority ☑ Other (provide details): This will form part of strategic planning conversations within SCEA over the next 12 months.
	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
partici	pation. S	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?
		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): 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?
		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): Occurs as part of routine policy review and implementation strategies in schools. (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 72.5% females and 27.5% males.

Promotions

- 2. 70.0% of employees awarded promotions were women and 30.0% were men
 - i. 75.0% of all manager promotions were awarded to women
 - ii. 62.5% of all non-manager promotions were awarded to women.
- 3. 36.5% of your workforce was part-time and 15.0% of promotions were awarded to part-time employees.

Ra7%