

INABURRA SCHOOL POLICY DOCUMENT

GENDER EQUALITY POLICY



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1. DESCRIPTION

This policy recognises Inaburra School's commitment to workplace gender equality for its staff.

2. PERSONS AFFECTED

- ISL Board, Principal, Head of Senior School and Head of Junior School
- Staff involved in the employment process at Inaburra School
- Prospective and current staff at Inaburra School
- The Bursar

3. POLICY

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. Inaburra School recognises the principle objectives of the Act and as such is committed to:

- promote and improve gender equality in employment and in the workplace;
- support the removal of barriers to the full and equal participation of women in the workforce;
- promote 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 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.

Inaburra has more than 100 employees and is therefore required to report annually under the Act to the Workplace Gender Equality Agency about certain gender equality indicators. In accordance with the Act, the School will advise employees when this report is lodged and make it accessible to employees (excluding confidential information).

4. RESPONSIBILITIES

4.1 ISL Board, Principal, Head of Junior School, Head of Senior School

These members of the school community are ultimately responsible for oversight of employment at Inaburra and as such, have a responsibility to promote and improve gender equality for both women and men through the employment process.

4.2 Staff involved in the employment process

Other staff (including but not limited to Learning Leaders, the Bursar and Business Manager) who may be involved in the employment and management of staff, also have a responsibility to promote and improve gender equality for both women and men.

4.3 Prospective and current staff

All staff are responsible for treating each other with dignity, respect, and equality.

4.4 The Bursar

The Bursar is responsible for the preparation of the annual report and its submission under the Act to the Workplace Gender Equality Agency about certain gender equality indicators. In accordance with the Act, the Bursar will advise employees when this report is lodged and make it accessible to employees (excluding confidential information). The Bursar will also advise any employee representative bodies when the annual report has been lodged. e.g. Independent Education Union of NSW

5. DEFINITIONS

Gender equality in the workplace – means broadly equal outcomes for women and men, not exactly the same outcome for all individuals.

6. ADDITIONAL INFORMATION

AISNSW: Gender Equity Policy
Workplace Gender Equality Act 2012 (Act)

7. DOCUMENT CONTROL

DOCUMENT INFORMATION

<i>Prepared by</i>	Gillian Powell
<i>Document Owner</i>	John Bromley
<i>Policy last reviewed</i>	16 August 2021
<i>Policy approved by</i>	ISL
<i>Policy review cycle</i>	Biennial
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<i>Review by</i>	John Bromley
<i>Status</i>	Operational

CHANGE HISTORY

<i>Date</i>	<i>Change Number</i>	<i>Details and reason for change</i>
9/06/2019	1	Initial Policy Document J Bromley
16/08/2021	2	Review with AIS Policy, no changes required

25/07/2023

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Policy name changed to Gender Equality
Policy in line with relative agency