

## Gender Equality July 2018

a) The progress on 2017/2018 GE Strategy Action plan:

Strategic objective	Deliverable	Key stakeholders	Status
Communicate and promote Gender Equality throughout Arc	More valuable content in the Gender equality section of the intranet and Arc website.	HR, Chair of the Board	70%
	Formal communications to staff from the CEO that outline Arc's commitment to gender equality. This includes communicating the gender equality strategy, a commitment to gender pay equity and advising Arc is applying for the EOCGE citation.	CEO / HR	100%
	Arc's commitment to GE incorporated as part of the Induction course.	HR / E3 Learning	100%
	GE strategy formally incorporated into Arc's broader business strategy	HR	100%
	Educate and encourage men to take parental leave.	HR	65%
Develop and implement individual strategies for main areas of human resources management that support Gender Equality	Fair and equitable Recruitment	HR / Hiring Managers	100%
	Retention of diverse workforce	HR	100%
	Objective and unbiased performance management processes	HR	66%
	Gender bias free decision making in relation to promotions, talent identification and succession planning	HR	100%
	Training and development opportunities equitably accessible to all employees	HR / Executive Team	45%
Maintain Leadership accountability and focus	The Executive Team ensure that Gender Equality initiatives are implemented and rolled out, any issued addressed.	CEO/Executives/HR	
	Gender Equality KPI's to be incorporated into KPI documents and position descriptions of the executives and senior managers.	CEO/Executives/HR	15%
Quality reporting to enable tracking & improving Gender Equality outcomes	Evaluate progress against gender equality strategy. This includes tracking progress and reporting internally to the Board and the Executive.	EA/CEO/HR	
	More in-depth evaluation of the progress and statistical updates to the Board, EC and workers as per the Guide to Citation	EA/CEO/HR	50%
Preventing sex-based harassment and discrimination	Supportive Domestic violence policy.	HR	100%
	Suite of training options across organisation.	HR / C&V / Membership	100%
Facilitate a flexible work environment to ensure support to female and male staff including those with family and caring responsibilities	Leaders are held accountable for improving workplace flexibility.	HR / EC	
	Promote flexible working strategy. This includes providing information to workers on the options, outlining the benefits of the arrangements and encouraging employees to discuss plans with their managers.	HR	100%

Ensure equal representation of women and men in leadership positions and maintain a balanced workforce composition	Maintain a good representation of women in management/supervisory positions	CEO / HR / Executives	
Identify, analyse and address any remuneration gender gap	Remuneration gap analysis	HR	100%
Maintain a regular employee consultation in regards to Gender Equality	Conduct the GE staff survey to obtain employees consultation on Gender Equality issues.	HR	100%
Other initiatives to maintain a reputation of a leader organisation in Gender Equality within student sector	Maintain the status of Employer of Choice	HR	100%
	New Arc Enterprise Agreement free from bias and diversity oriented.	HR	15%
	Arc's CEO as Pay Equity Ambassador	CEO / HR	100%
	Diversity and Inclusion (incl GE) included in the EVP	HR / Hiring managers	50%
			79.81%

b) Arc has lodged the WGEA mandatory report and has been reviewed as compliant with the Act.

c) Gender composition by employment type

Employment type	Female	Male	Grand Total	%
Full Time	22	25	47	47%
Part Time	4	3	7	57%
Casual	101	75	176	57%
<b>Grand Total</b>	127	103	230	55%

d) Representation of women in management

	F	M	Target (at least 40%)
Executive	2	1	67%
Managers	8	7	53%

e) Utilisation of flexible working

	Manager	Non-Manager
Female	100%	100%
Male	100%	100%

f) Promotions Q2

	Manager	Non-Manager
Female	0	0
Male	1	0

g) Parental Leave Q2

	Manager	Non-Manager	Returned
Female	1	0	0
Male	1*	0	0

\*Partner's Leave

h) Harassment claims Q2

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i) Gender Pay Gap analysis (May 2018)

HR has undertaken a gender remuneration gap analysis of Arc's workforce both on a like-for-like and an overall organisation-wide basis. Any gaps identified were investigated and the cause/s of the gaps found. The differences were merit/experience based and not gender biased.

Average of base salary (females): \$53,201.98

Average of base salary (males): \$53,258.79

Gap: 0%

Average of total remuneration (females): \$57,969.88

Average of total remuneration (males): \$59,039.67

Gap: 2%