

Gender Equality Report October 2019

- a) Arc has lodged the WGEA Citation application for 2019-2020. The citation has been rehailed and it is now for a 2-year period. Additionally, new and more challenging requirements must be met.
- b) Gender composition of the workforce by manager and non-manager categories

	F	M	Not F or M identifying	Target (at least 40%)
Executive	3	3		50%
Managers	6	7	1	46%
Supervisors	10	9		53%
	19	19	1	50%
Non-managers	10	8		56%

- c) Utilisation of formal flexible working arrangements Q3

	Manager	Non-Manager
Female	5	7
Male	1	3
Gender diverse	0	0

- d) Promotions Q3

	Manager	Non-Manager
Female	0	1
Male	0	1
Gender diverse	0	0

- e) Recruitment and exit Q3

	Recruitment	Exit
Female	8	8
Male	7	6
Gender diverse	0	1

- f) Parental Leave Q3

	Manager	Non-Manager	Returned
Female	0	0	NA
Male	0	0	NA
Gender diverse	0	0	NA

- g) Internships Q3

Female	Male	Gender diverse

8	2	0
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h) Gender Equality Survey results

Row Labels	Average of My immediate supervisor/manager genuinely supports equality between genders.	Average of At Arc, I have the flexibility I need to manage work and other commitments.	Average of In my organisation gender-based harassment and sexual harassment is not tolerated.
Female	4.51	4.31	4.74
Male	4.66	4.44	4.63
Gender Diverse	4.50	4.50	5.00
Grand Total	4.58	4.37	4.70

Row Labels	Average of My immediate supervisor/manager genuinely supports equality between genders.	Average of At Arc, I have the flexibility I need to manage work and other commitments.	Average of In my organisation gender-based harassment and sexual harassment is not tolerated.
Casual	4.55	4.61	4.68
Permanent	4.60	4.19	4.71
Grand Total	4.58	4.37	4.70