



Date Created: 02-06-2023





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# 2022 - 23 Gender Equality Reporting

## Submitted By:

Eastlake Football Club Limited 90099301747

# #Workplace Overview

## Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?  
**Recruitment:** Yes  
Policy  
**Retention:** Yes  
Policy  
**Performance management processes:** Yes  
Policy  
**Promotions:** Yes.  
Policy  
**Talent identification/identification of high potentials:** YesPolicy  
**Succession planning:** Yes  
Policy  
**Training and development:** Yes  
Policy  
**Key performance indicators for managers relating to gender equality:** NoNot a priority
2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?  
YesPolicy
4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

## Governing Bodies

**Organisation:** Eastlake Football Club Limited

**1.Name of the governing body:** Eastlake Football Club Limited

**2.Type of the governing body:** Board of Directors

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	6	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: Yes

6.1 Percentage (%) of target: 44

6.2 Year of target to be reached: 2026-12-31

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy

2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

# #Action on gender equality

## Gender Pay Gaps

1. Do you have a formal policy and/or formal strategy on remuneration generally?

No

Salaries set by awards/industrial or workplace agreements; Non-award employees paid market rate

2. What was the snapshot date used for your Workplace Profile?

2023-03-31

4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

## Employer action on pay equality

1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes

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**1.1 When was the most recent gender remuneration gap analysis undertaken?**

Within the last 12 months

**1.2 Did you take any actions as a result of your gender remuneration gap analysis?**

No

Non-award employees paid market rate

**1.3 What type of gender remuneration gap analysis has been undertaken?**

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

## Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

**1.1 How did you consult employees?**

Exit interviews; Performance discussions; Other

Other:

**1.2 Who did you consult?**

ALL staff

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

No

Not a priority

3. On what date did your organisation share your last year's public reports with employees and shareholders?

Employees:

Shareholder:

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?

Don't know

5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

# #Flexible Work

## Flexible Working

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

Yes

Policy

- 1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level

No

Not a priority

The organisation's approach to flexibility is integrated into client conversations

Yes

Employees are surveyed on whether they have sufficient flexibility

No

Other

**Other:** Discussions occur regularly between managers and employees in an informal/formal setting to determine the needs of the individual and assess against operational requirements.

Employee training is provided throughout the organisation

No

Not a priority

The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)

Yes

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**Flexible working is promoted throughout the organisation**

Yes

**Targets have been set for engagement in flexible work**

No

Not a priority

**Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body**

No

Other

**Other:** A new HR system in 2024 will assist with gathering the data to analyse and report on.

**Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel**

No

Other

**Other:** A new HR system in 2024 will assist with gathering the data to analyse and report on.

**Leaders are held accountable for improving workplace flexibility**

Yes

**Leaders are visible role models of flexible working**

Yes

**Manager training on flexible working is provided throughout the organisation**

No

Not a priority

**Targets have been set for men's engagement in flexible work**

No

Not a priority

**Team-based training is provided throughout the organisation**

No

Not aware of the need

**Other:** No

**2. Do you offer any of the following flexible working options to MANAGERS in your workplace?**

**Carer's leave:** Yes

SAME options for women and men Formal options are available

**Compressed working weeks:** No

Not a priority

**Flexible hours of work:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Job sharing:** Yes

SAME options for women and men

Formal options are available

**Part-time work:** Yes

SAME options for women and men Formal options are available

**Purchased leave:** No

Not aware of the need

**Remote working/working from home:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Time-in-lieu:** Yes

SAME options for women and men

Formal options are available; Informal options are available

**Unpaid leave:** Yes

SAME options for women and men Formal options are available

**3. Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?**

No

**3.1. You need to indicate which of the following flexible working options are available to NON-MANAGERS in your workplace.**

**Carer's leave:** Yes

SAME options for women and men

Formal options are available

**Compressed working weeks:** No

Not aware of the need

**Flexible hours of work:** Yes

SAME options for women and men

Formal options are available

**Job sharing:** Yes

SAME options for women and men

Formal options are available; Informal options are available

**Part-time work:** Yes

SAME options for women and men

Formal options are available

**Purchased leave:** No

Not aware of the need

**Telecommuting (e.g. working from home):**No

**Time-in-lieu:** Yes

SAME options for women and men

Formal options are available; Informal options are available

**Unpaid leave:** Yes

SAME options for women and men

Formal options are available

5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?  
No
7. If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

# #Employee Support

## Paid Parental leave

1. Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?  
No  
  
Other

**Other:** Included in award/industrial or workplace agreement

1. If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

## Support for carers

1. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?  
Yes  
Policy
2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?
  - 2.1. Employer subsidised childcare  
No  
Insufficient resources/expertise
  - 2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)  
No  
Not aware of the need
  - 2.3. Breastfeeding facilities  
Yes  
Available at ALL worksites
  - 2.4. Childcare referral services  
No  
Not aware of the need
  - 2.5. Coaching for employees on returning to work from parental leave  
Yes  
Available at ALL worksites
  - 2.6. Targeted communication mechanisms (e.g. intranet/forums)  
Yes  
Available at ALL worksites
  - 2.7. Internal support networks for parents  
Yes  
Available at ALL worksites
  - 2.8. Information packs for new parents and/or those with elder care responsibilities  
No  
Insufficient resources/expertise

**2.9. Parenting workshops targeting fathers**

No

Not aware of the need

**2.10. Parenting workshops targeting mothers**

No

Not aware of the need

**2.11. Referral services to support employees with family and/or caring responsibilities**

Yes

Available at ALL worksites

**2.12. Support in securing school holiday care**

No

Not aware of the need

**2.13. On-site childcare**

No

Insufficient resources/expertise

**2.14. Other details: No**

- 3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.**

## **Sexual harassment, harassment on the grounds of sex or discrimination**

- 1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?**

Yes

Policy

- 1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?**

Yes

- 2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?**

**All Non-Managers**

No

**Voluntary question: All Non-Managers**

9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.

## Family or domestic violence

1. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Policy

2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

A domestic violence clause is in an enterprise agreement or workplace agreement

No

Other

**Provide Details:** Covered under the Award

**Confidentiality of matters disclosed**

Yes

**Protection from any adverse action or discrimination based on the disclosure of domestic violence**

Yes

**Employee assistance program (including access to psychologist, chaplain or counsellor)**

Yes

**Emergency accommodation assistance**

Yes

**Provision of financial support (e.g. advance bonus payment or advanced pay)**

No

Other

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**Provide Details:** Informal payments on offer e.g. gift cards, food vouchers  
**Flexible working arrangements**

Yes

**Offer change of office location**

Yes

**Access to medical services (e.g. doctor or nurse)**

Yes

**Training of key personnel**

No

Insufficient resources/expertise

**Referral of employees to appropriate domestic violence support services for expert advice**

Yes

**Workplace safety planning**

Yes

**Access to paid domestic violence leave (contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

No

**Number of Days:**

10

**Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)**

No

Other

**Other Details:** Covered under the Award

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**Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)**

No

Not aware of the need

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

No

**Number of days:**

5

**Provide Details:** No

2. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below

# Workplace Profile Table

Industry: All Industries

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	7	19	0	0	26
	Casual	0	1	0	0	1
Technicians And Trades Workers	Full-time permanent	0	4	0	0	4
	Part-time permanent	1	0	0	0	1
	Casual	0	7	0	0	7
Community And Personal Service Workers	Full-time permanent	2	2	0	1	5
	Part-time permanent	0	1	0	0	1
	Casual	33	20	0	0	53
Clerical And Administrative Workers	Full-time permanent	3	2	0	0	5
	Part-time permanent	3	0	0	0	3
Machinery Operators And Drivers	Full-time permanent	0	1	0	0	1
Labourers	Full-time permanent	0	1	0	0	1
	Part-time permanent	0	0	0	1	1
	Casual	0	1	0	0	1

\* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Non-binary

# Workplace Profile Table

Industry: All Industries

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
SM	Full-time permanent	2	4	6
OM	Full-time permanent	5	14	19
	Casual	0	1	1

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Food and Beverage Services

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	7	18	0	0	25
	Casual	0	1	0	0	1
Technicians And Trades Workers	Full-time permanent	0	4	0	0	4
	Part-time permanent	1	0	0	0	1
	Casual	0	7	0	0	7
Community And Personal Service Workers	Full-time permanent	2	1	0	1	4
	Part-time permanent	0	1	0	0	1
	Casual	33	20	0	0	53
Clerical And Administrative Workers	Full-time permanent	3	2	0	0	5
	Part-time permanent	3	0	0	0	3
Machinery Operators And Drivers	Full-time permanent	0	1	0	0	1
Labourers	Full-time permanent	0	1	0	0	1
	Part-time permanent	0	0	0	1	1
	Casual	0	1	0	0	1

\* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Food and Beverage Services

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time permanent	0	1	1
SM	Full-time permanent	2	3	5
OM	Full-time permanent	5	14	19
	Casual	0	1	1

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Sports and Recreation Activities

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	0	1	0	0	1
Community And Personal Service Workers	Full-time permanent	0	1	0	0	1

\* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Sports and Recreation Activities

Manager category		No. of employees		
		F	M	Total*
SM	Full-time permanent	0	1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: All Industries

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	1	3	4
			Non-managers	4	6	10
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	1	4	5
			Non-managers	3	1	4
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers		7	7
			Non-managers	2	9	11
	Part-time	Permanent	Non-managers	1		1
	N/A	Casual	Non-managers	36	42	78

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Food and Beverage Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers	2	8	10
			Non-managers	3	3	6
	Part-time	Permanent	Non-managers	1		1
	N/A	Casual	Non-managers	23	23	46
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Food and Beverage Services

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Managers	1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Food and Beverage Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	1	3	4
			Non-managers	4	6	10
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	1	4	5
			Non-managers	3	1	4
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers		7	7
			Non-managers	2	8	10
	Part-time	Permanent	Non-managers	1		1
	N/A	Casual	Non-managers	36	42	78

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Food and Beverage Services

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers	2	8	10
			Non-managers	3	3	6
	Part-time	Permanent	Non-managers	1		1
	N/A	Casual	Non-managers	23	23	46
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Food and Beverage Services

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Managers	1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

Industry: Sports and Recreation Activities

Question	Contract Type	Employment Type	Manager Category	Male	Total*
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Non-managers	1	1

\* Total employees includes Non-binary

# Workforce Management Statistics Table

\* Total employees includes Non-binary

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\* Total employees includes Non-binary