

## **POLICY STATEMENT**

### **Workplace Gender Equality Program – Ensuring Equality for Everyone**

In accordance with the requirements of the *Equal Employment Opportunity in the Workplace Act 1999*, the Catholic Schools Office, Wagga Wagga supports a Workplace Gender Equality program designed to ensure that:

- Appropriate action is taken to eliminate any gender employment discrimination.
- Measures are taken to provide equal opportunities for all.
- Workplace consultation occurs regarding issues relating to equal opportunity for all in our workplace.

### **Legislation**

In accordance with the *Workplace Gender Equality Act 2012*. The CSO is bound to this Legislation as there are more than 100 employees in this organisation.

The Act is concerned with all staff irrespective of their employment classification, not just teaching staff. It is a requirement of the Act that all staff, and any unions or industrial organisations to which they belong, be consulted throughout the development and implementation of the Workplace Gender Equality Program.

In accordance with Legislative requirements the Workplace Gender Equality Program will include:

- The collection of data and preparation of the workplace profile for the current reporting period.
- Conducting an analysis and prioritizing issues of equal opportunity in the workplace.
- Planning actions to address these issues in the upcoming reporting period.
- Evaluating the actions taken during the reporting period.

The Catholic Schools Office is required under the Act to submit an annual report to the Workplace Gender Equality Agency outlining the above information.

### **Responsibility for the Workplace Gender Equality Program**

Virginia Fitzgerald is the Workplace Gender Equality Officer with responsibility for the development, implementation and co-ordination of the Workplace Gender Equality Program.

### **Workplace Gender Equality Committee**

The committee works to support this work and to prepare reports and recommendations to the relevant stakeholders.

Committee members are:

Margaret Brassil, Chairperson  
Virginia Fitzgerald (Workplace Gender Equality Officer)  
Brenda King (Leadership Representative)  
Genevieve O'Reilly (Independent Education Union Representative)  
Anne Cretan (Support Staff Representative)  
Michelle Swan (CSO Representative)  
Amy Hannaford (Diocesan Representative)  
Christie Scoble (Full-time Teacher Representative)  
Jillian Zarins (Support Staff Representative)  
Carol Ingram (Part-time Teacher Representative)

Staff participation in the program is strongly encouraged.

Alan Bowyer  
*Director of Schools*

August 2013