



Date Created: 03-08-2023



Australian Government



**Workplace
Gender Equality
Agency**





Date Created: 03-08-2023

2022 - 23 Gender Equality Reporting

Submitted By:

St. George Leagues Club Ltd 77000151020

#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: No

Not aware of the need

Retention: No

Insufficient resources/expertise

Performance management processes: No

Insufficient resources/expertise

Promotions: No.

Not aware of the need

Talent identification/identification of high potentials: No
Insufficient resources/expertise

Succession planning: No

Insufficient resources/expertise

Training and development: No

Insufficient resources/expertise

Key performance indicators for managers relating to gender equality:

No
Insufficient resources/expertise

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

No
Insufficient resources/expertise

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: St. George Leagues Club Ltd

1.Name of the governing body: ClubsNSW

2.Type of the governing body: Board of Directors

Number of governing body chair and member by gender:

Chair	Female (F) 0	Male (M) 1	Non-Binary 0
Member	Female (F) 1	Male (M) 7	Non-Binary 0

4. Formal section policy and/or strategy: No

Selected value: Currently under development

Estimated Completion Date: 2024-08-31

6. Target set to increase the representation of women: No

Selected value:

Insufficient resources/expertise

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?

No

Selected value: Insufficient resources/expertise

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

Insufficient resources/expertise

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

27/03/2023

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)?

No

Insufficient resources/expertise

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?

No/Not aware of the need

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

No

Not aware of the need

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

Employees:

Yes

Date:13/04/2022

Shareholder:

No

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

Yes

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

Date Created: 03-08-2023

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

No

Insufficient resources/expertise

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 Informal options are available

Job sharing: No

Not aware of the need

Part-time work: Yes

SAME options for women and men Informal options are available

Purchased leave: Yes

SAME options for women and men Formal options are available

Remote working/working from home: No

Insufficient resources/expertise

Time-in-lieu: Yes

SAME options for women and men

Formal options are available

Unpaid leave: Yes

SAME options for women and men Informal options are available

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

Yes

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

Not aware of the need

2. 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

- 2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No

Not a priority

- 2.3. Breastfeeding facilities

No

Insufficient resources/expertise

- 2.4. Childcare referral services

No

Not a priority

- 2.5. Coaching for employees on returning to work from parental leave

No

2.6. Targeted communication mechanisms (e.g. intranet/forums)

No

2.7. Internal support networks for parents

No

2.8. Information packs for new parents and/or those with elder care responsibilities

No

2.9. Parenting workshops targeting fathers

No

2.10. Parenting workshops targeting mothers

No

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

2.13. On-site childcare

No

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 Managers:

Yes

Annually

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

Confidentiality of matters disclosed

Yes

Date Created: 03-08-2023

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

No

Insufficient resources/expertise

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

No

Not aware of the need

Flexible working arrangements

Yes

Offer change of office location

No

Insufficient resources/expertise

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

No

Insufficient resources/expertise

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

How many days are provided?

10

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

No

Insufficient resources/expertise

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

Yes

Is the leave period unlimited?

Yes

Access to unpaid leave

Yes

Is the leave period unlimited?

Yes

Other: No

Provide Details:

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

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	Non-managers		3	3
	Part-time	Permanent	Non-managers	2	3	5
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	2	3
			Managers	1	2	3
			Non-managers	3	5	8
	Part-time	Permanent	Non-managers	1		1
	N/A	Casual	Non-managers	24	15	39

* 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	CEO, KMPs, and HOBs		2	2
			Managers		2	2
			Non-managers	2	1	3
	Part-time	Permanent	Non-managers	3	4	7
	N/A	Casual	Non-managers	13	14	27
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Part-time	Permanent	Non-managers	1		1

* Total employees includes Non-binary

Workforce Management Statistics Table

* 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	6	11	0	0	17
	Part-time permanent	1	2	0	0	3
	Casual	0	1	0	0	1
Professionals	Full-time permanent	1	0	0	0	1
	Part-time permanent	1	0	0	0	1
	Casual	0	1	0	0	1
Technicians And Trades Workers	Full-time permanent	1	3	0	0	4
	Part-time permanent	0	3	0	0	3
Community And Personal Service Workers	Full-time permanent	6	6	0	0	12
	Part-time permanent	11	2	0	0	13
	Casual	11	15	0	0	26
Clerical And Administrative Workers	Full-time permanent	3	2	0	0	5
	Part-time permanent	2	1	0	0	3
	Casual	1	0	0	0	1
Machinery Operators And Drivers	Full-time permanent	0	1	0	0	1
	Part-time permanent	0	2	0	0	2
Labourers	Full-time permanent	0	3	0	0	3
	Part-time permanent	0	3	0	0	3
	Casual	0	2	0	0	2

* Categorized 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
KMP	Full-time permanent	4	2	6
	Part-time permanent	0	1	1
OM	Full-time permanent	2	8	10
	Part-time permanent	1	1	2
	Casual	0	1	1

* Total employees includes Non-binary