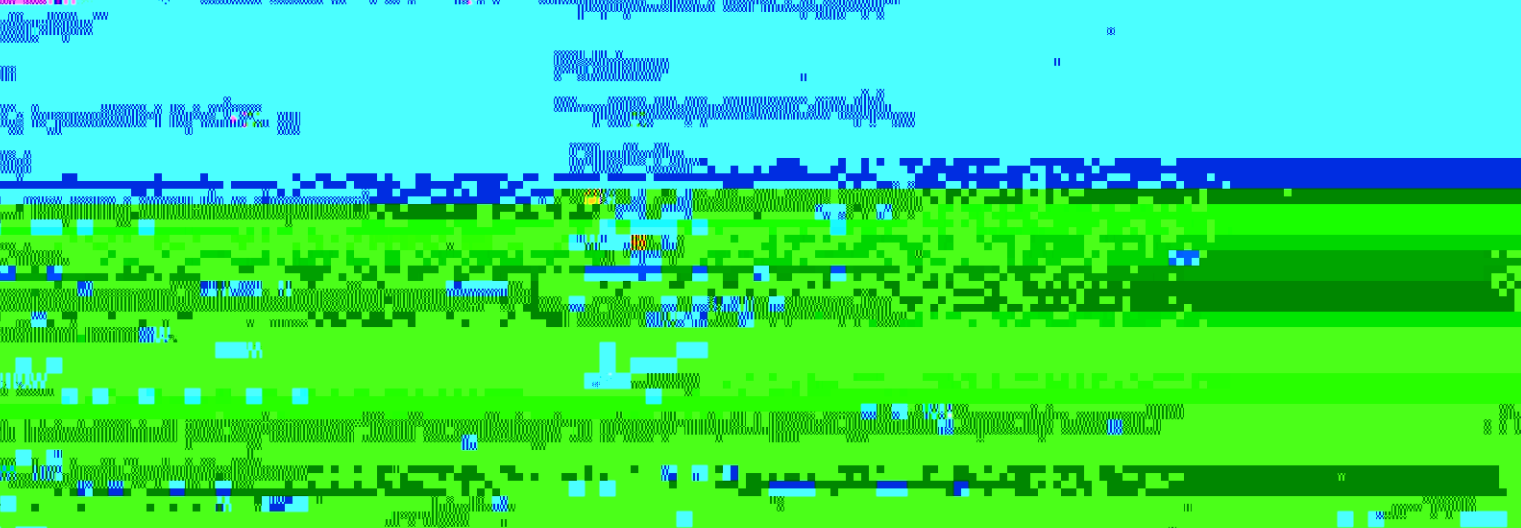


# #Workplace overview

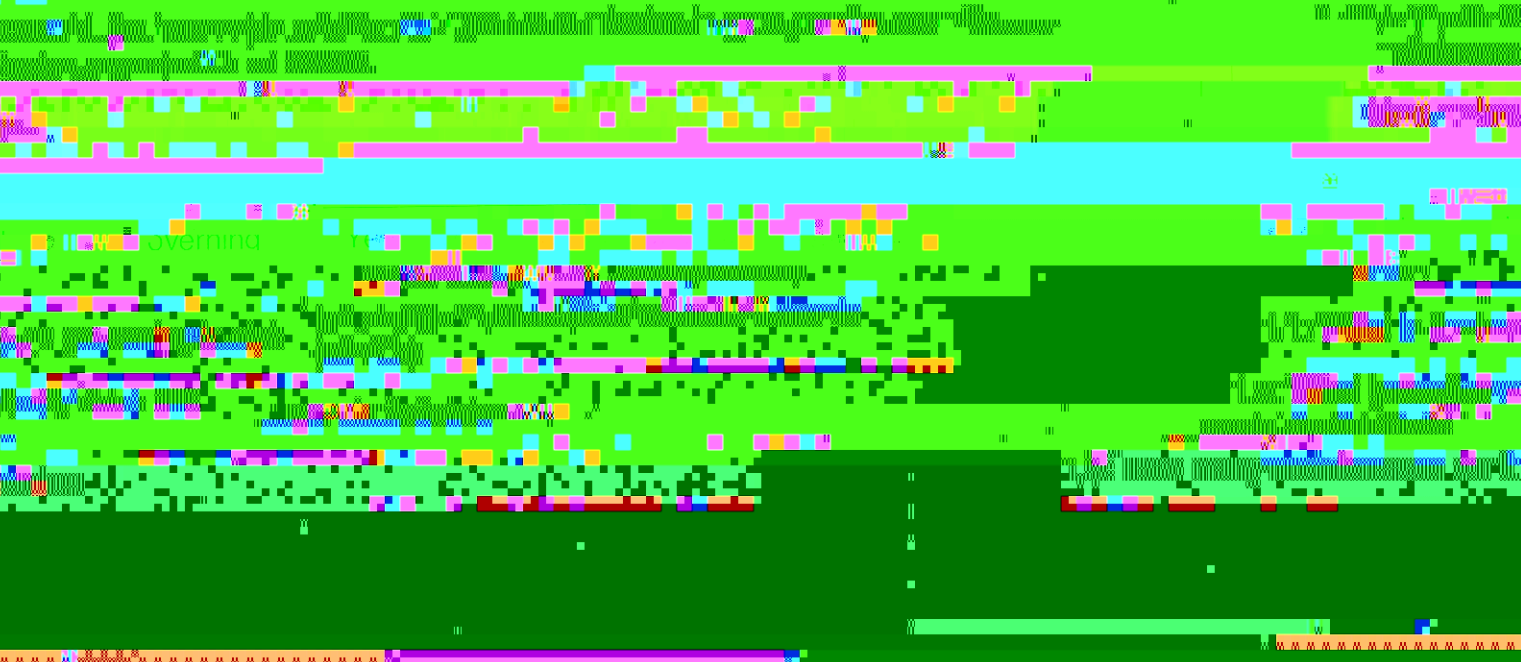
## Policies and strategies



This graphic is a large, colorful, abstract composition of many small, overlapping squares and rectangles in various colors (red, blue, green, yellow, purple, etc.), resembling a mosaic or a data visualization. It is positioned in the upper right quadrant of the page.



This graphic is a large, colorful, abstract composition of many small, overlapping squares and rectangles in various colors (red, blue, green, yellow, purple, etc.), resembling a mosaic or a data visualization. It is positioned in the middle right quadrant of the page.



This graphic is a large, colorful, abstract composition of many small, overlapping squares and rectangles in various colors (red, blue, green, yellow, purple, etc.), resembling a mosaic or a data visualization. It is positioned in the lower right quadrant of the page.

body and who holds the predominant Chair position?

...Chairs

...Female (F)	0
...Male (M)	1
...Gender X	0

# #Action on gender equality

10/10/2018

## Gender pay gap

Policy

Yes

It is a specific way equality is implemented in our business.

There has been a significant increase in the number of women in senior roles and the company has been successful in closing the gender pay gap. This is a result of our commitment to gender equality and the actions we have taken to ensure that all employees are paid fairly and equitably.

The gender pay gap is a measure of the difference in pay between men and women in a company. It is calculated as the percentage difference between the average pay of men and the average pay of women. The gender pay gap is a key indicator of gender equality in the workplace.

At our company, we have a gender pay gap of 1.2%. This is a result of our commitment to gender equality and the actions we have taken to ensure that all employees are paid fairly and equitably. We have a range of policies and procedures in place to ensure that all employees are treated equally and fairly.

Gender Pay Gap Report

2018/19

10/10/2018

10/10/2018

10/10/2018

10/10/2018

10/10/2018

10/10/2018

10/10/2018

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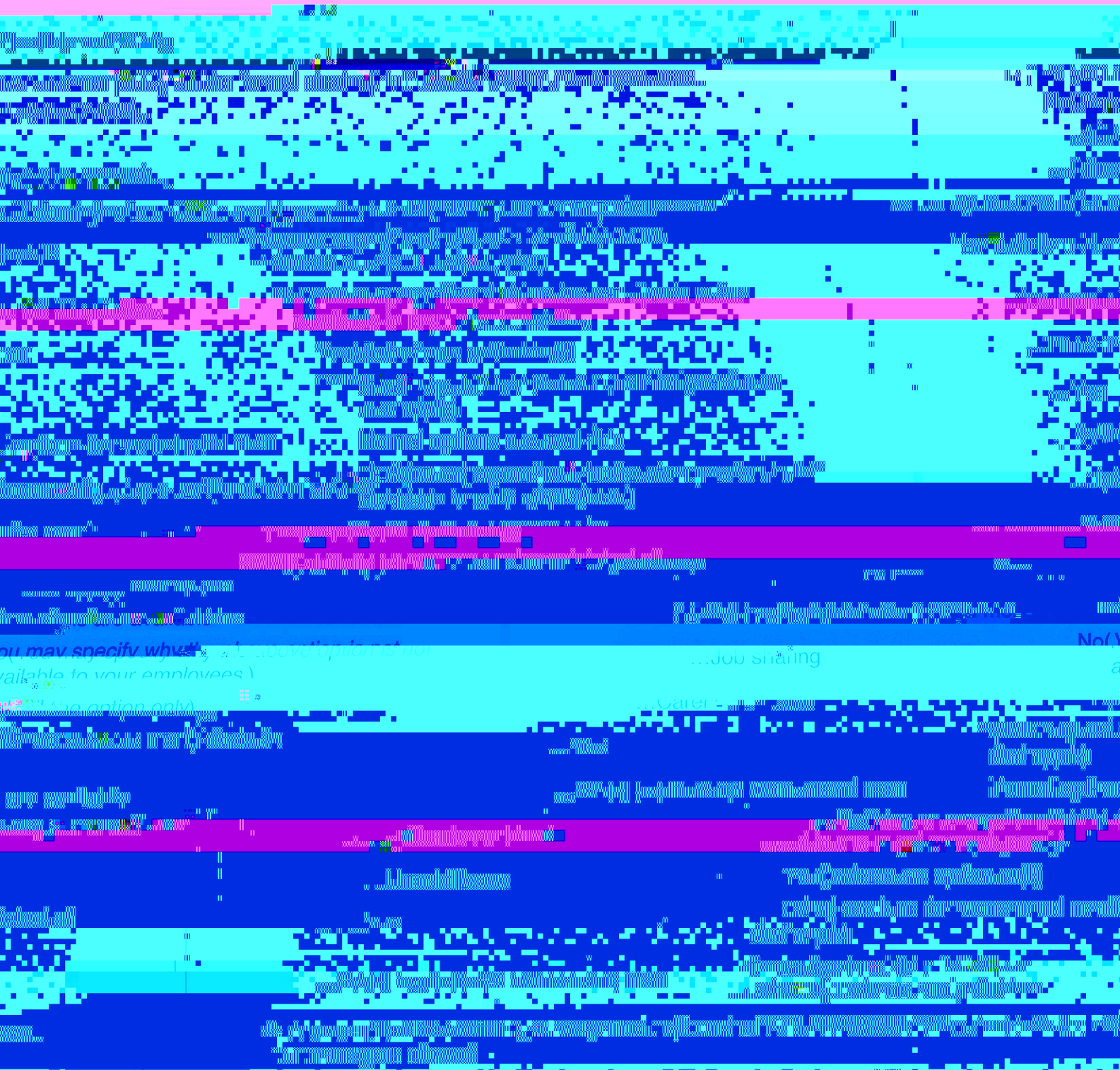
10/10/2018

10/10/2018

10/10/2018

10/10/2018

# #Employee work/life balance



3.1 Returned to indicate which of the following



# #EmployeeSupport

paid parental leave

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contributing to your primary care while on parental leave

Yes, I can contribute to my primary care while on parental leave

11 replies

parents (minimum) of

...the minimum number of parents required to be eligible for parental leave is two. This is because the law is designed to support families with young children, and it is assumed that both parents will be available to care for the child during the leave period.

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1.2.e. Do you pay superannuation?

Yes, on employer funded parental leave

1.2.f. What proportion of your total workforce now receives employer funded paid parental leave for secondary carers including casuals?

80-100%

2. If you are providing any of the following support for employees on paid parental leave:

Support type	Available	Not available
Information packs for new parents and/or carers	Yes	No
Financial support	Yes	No
Other support	Yes	No

If you are providing any of the following support for employees on paid parental leave, please indicate whether you are providing it to all employees or only to some employees. (If not available to your employees, please tick 'No' in the 'Not available' column.)

Support type	Available to all employees	Available to some employees
Information packs for new parents and/or carers	Yes	No
Financial support	Yes	No
Other support	Yes	No





... Training of key personnel Yes

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

... Workplace safety planning Yes

... Access to paid domestic violence leave Yes

... The person responsible for maintaining the records is a dedicated person Yes

... A dedicated person is responsible for the implementation of the policy Yes

... The policy is regularly reviewed and updated Yes

... The policy is communicated to all employees Yes

... The policy is communicated to all contractors Yes

... The policy is communicated to all subcontractors Yes

... The policy is communicated to all suppliers Yes

... The policy is communicated to all customers Yes

... The policy is communicated to all stakeholders Yes

... The policy is communicated to all interested parties Yes

... The policy is communicated to all relevant parties Yes

... The policy is communicated to all affected parties Yes

... The policy is communicated to all concerned parties Yes

... The policy is communicated to all interested parties Yes

... The policy is communicated to all relevant parties Yes

... The policy is communicated to all affected parties Yes

... The policy is communicated to all concerned parties Yes

Once you complete your workplace, please click on the **FINISH** button.





# Workforce Management Statistics Table

Department	Employee Count	Full-time	Part-time	Seasonal	Contract	Temp	Agency
Administration	120	80	30	10	0	0	0
Customer Service	250	150	80	20	0	0	0
IT	80	60	15	5	0	0	0
Marketing	100	70	20	10	0	0	0
Operations	300	180	100	20	0	0	0
Product Development	150	100	30	20	0	0	0
Quality Assurance	90	60	20	10	0	0	0
Research & Development	180	120	40	20	0	0	0
Sales	200	130	60	10	0	0	0
Support	110	70	25	15	0	0	0
Training	60	40	15	5	0	0	0
Finance	70	50	15	5	0	0	0
Human Resources	50	35	10	5	0	0	0
Legal	40	30	8	2	0	0	0
Project Management	130	85	30	15	0	0	0
Public Relations	80	55	15	10	0	0	0
Supply Chain	160	100	40	20	0	0	0
Systems Administration	90	65	15	10	0	0	0
Business Development	110	75	20	15	0	0	0
Compliance	70	50	10	10	0	0	0
Customer Success	140	90	30	20	0	0	0
Engineering	220	150	50	20	0	0	0
Executive	30	25	5	0	0	0	0
Facilities	60	40	10	10	0	0	0
Information Security	80	55	15	10	0	0	0
Operations Support	100	65	20	15	0	0	0
Product Support	130	85	30	15	0	0	0
Project Support	90	60	15	15	0	0	0
Quality Control	110	70	20	20	0	0	0
Systems Development	150	100	30	20	0	0	0
Technical Support	170	110	40	20	0	0	0
Training Support	70	45	10	15	0	0	0
Business Support	80	55	10	15	0	0	0
Customer Support	120	75	25	20	0	0	0
Product Development Support	100	65	15	20	0	0	0
Quality Assurance Support	80	50	10	20	0	0	0
Research & Development Support	140	90	30	20	0	0	0
Sales Support	110	70	15	25	0	0	0
Support Support	90	55	10	25	0	0	0
Finance Support	60	40	5	15	0	0	0
Human Resources Support	50	35	5	10	0	0	0
Legal Support	40	30	5	5	0	0	0
Project Management Support	120	75	20	25	0	0	0
Public Relations Support	80	50	10	20	0	0	0
Supply Chain Support	150	95	30	25	0	0	0
Systems Administration Support	90	60	10	20	0	0	0
Business Development Support	100	65	10	25	0	0	0
Compliance Support	70	45	5	20	0	0	0
Customer Success Support	130	80	20	30	0	0	0
Engineering Support	200	130	40	30	0	0	0
Executive Support	30	25	5	0	0	0	0
Facilities Support	60	40	5	15	0	0	0
Information Security Support	80	55	10	15	0	0	0
Operations Support	100	65	15	20	0	0	0
Product Support	130	85	20	25	0	0	0
Project Support	90	60	10	20	0	0	0
Quality Control Support	110	70	15	25	0	0	0
Systems Development Support	150	100	30	20	0	0	0
Technical Support	170	110	40	20	0	0	0
Training Support	70	45	10	15	0	0	0
Business Support	80	55	10	15	0	0	0
Customer Support	120	75	20	25	0	0	0
Product Development Support	100	65	15	20	0	0	0
Quality Assurance Support	80	50	10	20	0	0	0
Research & Development Support	140	90	30	20	0	0	0
Sales Support	110	70	15	25	0	0	0
Support Support	90	55	10	25	0	0	0
Finance Support	60	40	5	15	0	0	0
Human Resources Support	50	35	5	10	0	0	0
Legal Support	40	30	5	5	0	0	0
Project Management Support	120	75	20	25	0	0	0
Public Relations Support	80	50	10	20	0	0	0
Supply Chain Support	150	95	30	25	0	0	0
Systems Administration Support	90	60	10	20	0	0	0
Business Development Support	100	65	10	25	0	0	0
Compliance Support	70	45	5	20	0	0	0
Customer Success Support	130	80	20	30	0	0	0
Engineering Support	200	130	40	30	0	0	0

Includes Gender X

Includes Employees

# Workplace Profile Table

Industry: **Preschool and School Education**

Occupation	Number	Percentage
Preschool and primary school teachers	10	58.8%
Secondary school teachers	6	34.9%
Other teachers	1	5.9%
Preschool and school education support staff	1	5.9%
Other occupations	0	0%
<b>Total</b>	<b>17</b>	<b>100%</b>

Contract type	Number	Percentage
Full-time contract	3	17.6%
Part-time permanent	17	100%
Part-time casual	0	0%
Other contract types	0	0%
<b>Total</b>	<b>20</b>	<b>100%</b>

Contract type	Number	Percentage
Full-time contract	3	17.6%
Part-time permanent	17	100%
Part-time casual	0	0%
Other contract types	0	0%
<b>Total</b>	<b>20</b>	<b>100%</b>

Contract type	Number	Percentage
Full-time contract	3	17.6%
Part-time permanent	17	100%
Part-time casual	0	0%
Other contract types	0	0%
<b>Total</b>	<b>20</b>	<b>100%</b>

# Workplace Profile Table

Table 1: Workplace Profile Table

Category	Item	Value
Demographics	Age Group	25-34
	Gender	Male
	Ethnicity	White
	Education Level	High School
	Marital Status	Married
	Number of Children	2
	Household Income	\$40,000
	Home Ownership	Rent
	City	Atlanta
	County	DeKalb
Employment	Industry	Retail
	Occupation	Sales Associate
	Employer Type	Private
	Employment Status	Full-time
	Years of Experience	5
	Current Salary	\$12.00
	Benefits	Health Insurance
	Work Schedule	9-5
	Job Satisfaction	Low
	Commute Time	30 min
Housing	Property Type	Single-Family Home
	Year Built	2010
	Bedrooms	3
	Bathrooms	2
	Square Footage	1,500
	Lot Size	0.25 acres
	Neighborhood	North Atlanta
	Walkability Score	70
	Transit Score	60
	Crime Rate	Low
Transportation	Vehicle Type	Sedan
	Year	2015
	Make	Toyota
	Model	Camry
	Color	Black
	MPG	24
	Insurance	State Farm
	Registration	GA
	License	Valid
	Usage	Personal
Health & Wellness	Current Health	Good
	Chronic Conditions	None
	Exercise Frequency	Weekly
	Diet	Balanced
	Stress Level	High
	Work-Life Balance	Low
	Health Insurance	Employer
	Life Insurance	None
	Disability Insurance	None
	Retirement Savings	401(k)