



Arndell

Anglican College

Gender Equity Policy

Arndell Anglican College is committed to promoting the principles of gender equity in our School.

Scope

The focus of the *Workplace Gender Equality Act 2012 (Act)* is to promote and improve gender equality for both women and men, while recognising the historically disadvantaged position of women in the workplace.

Objective

The aim of gender equality in the workplace is to achieve broadly equal outcomes for women and men, not exactly the same outcome for all individuals.

The principal objects of the Act are to:

- promote and improve gender equality in employment and in the workplace;
- support employers to remove barriers to the full and equal participation of women in the workforce;
- promote, amongst employers, the elimination of discrimination on the basis of gender in relation to employment matters (including in relation to family and caring responsibilities);
- foster workplace consultation between employers and employees on issues concerning gender equality in employment and in the workplace; and
- improve the productivity and competitiveness of Australian business through the advancement of gender equality in the workplace.

All non-public sector employers with 100 or more employees are required to report annually under the Act to the Workplace Gender Equality Agency about certain gender equality indicators. In accordance with the Act [School Name] will advise employees when this report is lodged and make it accessible to employees (excluding confidential information).

Commitments

Arndell Anglican College recognises the importance of a diverse and multi-talented Board and staff and their contribution to excellence in the delivery of its curriculum.

Arndell Anglican College is committed to compliance with the Act.