



Public report

2019-20

Submitted by

Legal Name:

Mulgrave Country Club







Organisation and contact details

Submitting organisation details	Legal name	Mulgrave Country Club			
	ABN	16004568610			
	ANZSIC	H Accommodation and Food Services 4530 Clubs (Hospitality)			
	Business/trading name/s	Mulgrave Country Club			
	ASX code (if applicable)				
	Postal address	Cnr Wellington & Jells Roads WHEELERS HILL VIC 3150 AUSTRALIA			
	Organisation phone number	(03) 9582 4600			
Reporting structure	Number of employees covered by this report	90			

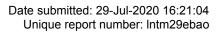




Workplace profile

Manager

Manager occupational categories	Reporting level to CEO	Employment status		No. of employees			
ivianagei occupational categories	Reporting level to CEO	Employment status	F	М	Total employees		
		Full-time permanent	1	0	1		
		Full-time contract	0	0	0		
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	1	1	2		
		Full-time contract	0	0	0		
Key management personnel	-1	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	1	0	1		
		Full-time contract	0	0	0		
		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
Carian Managara		Casual	0	0	0		
Senior Managers	-3	Full-time permanent	0	1	1		
		Full-time contract	0	0	0		
		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	3	1	4		
		Full-time contract	0	0	0		
	-2	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
045		Casual	0	0	0		
Other managers		Full-time permanent	0	5	5		
		Full-time contract	0	0	0		
	-3	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		







Manager equipational estageries	Bonorting lovel to CEO	No. of employees		No. of employees	
Manager occupational categories	Reporting level to CEO Employment status		F	М	Total employees
		Full-time permanent	1	0	1
	F	Full-time contract	0	0	0
	-4	Part-time permanent	0	0	0
	P	Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			7	8	15

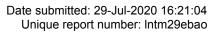




Workplace profile

Non-manager

Non manager equipational estagaries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	es (if applicable)	No. of apprentic	es (if applicable)	Total ampleyees
Non-manager occupational categories	Lilipioyillelii sialus	F	M	F	М	F	M	Total employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	1	3	0	0	0	0	4
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	2	6	0	0	0	0	8
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
•	Part-time contract	0	0	0	0	0	0	0
	Casual	33	12	0	0	0	0	45
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	3	1	0	0	0	0	4
	Part-time contract	0	0	0	0	0	0	0
	Casual	5	0	0	0	0	0	5
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0







Non manager equipational estageries	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	5	4	0	0	0	0	9
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		49	26	0	0	0	0	75





Reporting questionnaire

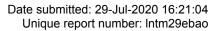
Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2019 to 31 March 2020. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment
	 Yes (select all applicable answers) □ Policy □ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed ☑ Insufficient resources/expertise □ Not a priority
1.2	Retention
	 Yes (select all applicable answers) □ Policy □ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed ☑ Insufficient resources/expertise □ Not a priority
1.3	Performance management processes
	 Yes (select all applicable answers) □ Policy □ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed ☑ Insufficient resources/expertise □ Not a priority





1.4

Promotions



	 Yes (select all applicable answers) Policy Strategy No (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority
1.5	Talent identification/identification of high potentials
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.6	Succession planning
	 Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.7	Training and development
	 Yes (select all applicable answers) □ Policy ☑ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 Yes (select all applicable answers) ☐ Policy ☐ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☑ Insufficient resources/expertise ☐ Not a priority
1.9	Gender equality overall
	 Yes (select all applicable answers) □ Policy □ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed ☑ Insufficient resources/expertise □ Not a priority





1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	1	0	0	0
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.11 How many appointments in total were made to manager and non-manager roles (based on WGEA-defined managers/non-managers) during the reporting period (add the number of external appointments and internal promotions together)?

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	1	0
Number of appointments made to NON-MANAGER roles (including promotions)	20	24

1.12 How many employees resigned during the reporting period against each category below?

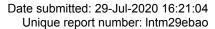
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	0	0	0
Permanent/ongoing part-time employees	0	0	1	1
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	10	24

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

- 2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.
 - 2.1 Please answer the following questions relating to each governing body covered in this report.



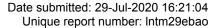




Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

2.1a.1	Organisation name?		
	Mulgrave Country Club		
2.1b.1	What gender is the Chair on this gover Chair at your last meeting)?	ning body (if the role of the Chair rota	ites, enter the gender of the
		Female	Male
	Number	0	1
2.1c.1	How many other members are on this	governing body (excluding the Chair/s	s)?
		Female	Male
	Number	1	6
2.1d.1		not been set) der balance (e.g. 40% women/40% men please enter date this is due to be compl	n/20% either)
2.1g.1		rning body/board appointments (provide ne Board of Directors - then an election to the Board of Directors - then an election to the Board of Directors - then an election to the Board of Directors - then an election to the Board of Directors - then an election to the Board of Directors - then an election to the Board of Directors - then an election to the Board of Directors - then an election to the Board of Directors - then an election to the Board of Directors - then an election to the Board of Directors - then an election to the Board of Directors - then an election to the Board of Directors - then an election to the Board of Directors - then an election to the Board of Directors - then an election to the Board of Directors - then an election to the Board of Directors - then an election to the Board of Directors - then an election to the Board of Directors - the Board of Directors	
2.2	Do you have a formal selection policy organisations covered in this report?	and/or formal selection strategy for go	overning body members for ALL
	Insufficient resources/expertise	odies please enter date this is due to be compl	leted
2.3	Does your organisation operate as a pa "incorporated" entity - Pty Ltd, Ltd or I		our organisation is an
	☐ Yes ⊠ No		







2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

3.	Do yo	ou have a formal policy and/or formal strategy on remuneration generally?
	☐ Ye	es (select all applicable answers) Policy Strategy
	⊠ No	o (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise
		 ⊠ Salaries set by awards/industrial or workplace agreements □ Non-award employees paid market rate □ Not a priority
		Other (provide details):
4.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
	☐ Ye	es - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years
		More than 2 years ago but less than 4 years ago
	⊠ No	☐ Other (provide details): o (you may specify why you have not analysed your payroll for gender remuneration gaps) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise
		Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or ications)
	IS roc	Eactions) ☑ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there om for discretion in pay changes (because pay increases can occur with some discretion such as performance esments)
	asses	☐ Non-award employees paid market rate ☐ Not a priority
		☐ Other (provide details):
	4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men





to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

Do you provide E	MPLOYER FUNDED pa	nid parental leave fo	r PRIMARY CARERS th	nat is available for women AND
men, in addition t	to any government fund	ded parental leave s	scheme for primary care	ers?
☐ By payir ☐ By payir ☐ By payir time over which it i ☐ As a lun ☐ No, we offer pa indicate how emple ☐ By payir ☐ By payir ☐ As a lun ☐ No, we offer pa paid parental leave ☐ By payir ☐ As a lun ☐ No, not availabl ☐ Currentl ☐ Insufficie	ng the gap between the ong the employee's full satis paid. For example, full one sum payment (paid print payer funded paid parental leave for print payer funded paid parental ong the employee's full satis paid. For example, full one sum payment (paid print payer for payer for gap the gap between the one for gap the gap between the one for payer for the gap between the form of the gap between the form of the gap between the form of the gap between the gap form of the gap between the gap form of the gap between the gap the gap between the gap the gap between the gap between the gap the	employee's salary an alary (in addition to the pay for 12 weeks or re- or post- parental leave is provided to employee's salary an alary (in addition to the pay for 12 weeks or re- or post- parental leary carers that is available. LY): employee's salary an alary (in addition to the pay for 12 weeks or re- or post- parental leary (in addition to the pay for 12 weeks or re- or post- parental leave is not provide ase enter date this in the pay for 12 weeks or re- or post- parental leave is not provide ase enter date this in the pay for the pa	half pay for 24 weeks eave, or a combination) allable to women ONLY (a women ONLY): d the government's paid e government's paid schhalf pay for 24 weeks eave, or a combination) allable to men ONLY. (Plut the government's paid e government's paid e government's paid e government's paid schhalf pay for 24 weeks eave, or a combination) ided)	parental leave scheme eme), regardless of the period of th
☐ Not a pr				
☐ Not a pr ☐ Other (p	riority provide details):		lle carer, REGARDLESS	S OF GENDER, who is not the
☐ Not a pr ☐ Other (p A "SECONDARY primary carer. Do you provide E	riority provide details): CARER" is a member of MPLOYER FUNDED pa	of a couple or a sing		S that is available for men an
Not a pr Other (p A "SECONDARY primary carer. Do you provide E women, in addition Yes No, we offer pa No, we offer pa Currentl Insufficion Governr	criority provide details): CARER" is a member of the control of t	of a couple or a sing aid parental leave fo funded parental leave CONDARY CARERS CONDARY CARERS ded paid parental leave lease enter date this i	r SECONDARY CARER re scheme for secondar that is available to ment that is available to wome we for secondary carers is	es that is available for men and ry carers? ONLY (e.g. paternity leave) en ONLY
Not a property of the control of the	CARER" is a member of the control of	of a couple or a sing aid parental leave for funded parental leave CONDARY CARERS CONDARY CARERS ded paid parental leave lease enter date this i	r SECONDARY CARER re scheme for secondar that is available to men that is available to wome re for secondary carers i s due to be completed e reporting period (paid	es that is available for men and ry carers? ONLY (e.g. paternity leave) en ONLY s not paid)
Not a pr Other (p A "SECONDARY primary carer. Do you provide E women, in addition Yes No, we offer pa No, we offer pa Currentl Insufficion Governt Other (p	CARER" is a member of the control of	of a couple or a sing aid parental leave for funded parental leave CONDARY CARERS CONDARY CARERS ded paid parental leave lease enter date this i	r SECONDARY CARER re scheme for secondar that is available to men that is available to wome re for secondary carers i s due to be completed e reporting period (paid	es that is available for men and ry carers? ONLY (e.g. paternity leave) en ONLY s not paid)

7.1





	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	0	0	0	0

8.	How many MANAGERS, during the reporting period, ceased employment before returning to work from parental
	leave, regardless of when the leave commenced?

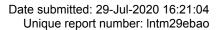
- Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
- 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Managers	0	0

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	0	0

9.	Do you have a formal policy and/or formal strategy on flexible working arrangements?
	☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy
	 No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Don't offer flexible arrangements
	 Not a priority ✓ Other (provide details): CONSIDERATION TAKEN UPON INDIVIDUAL REQUESTS
10.	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	 Yes (select all applicable answers) Policy Strategy No (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):
11.	Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?
	☐ Yes ☐ No (you may specify why non-leave based measures are not in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):







12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy
	 ☑ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise
	 Included in award/industrial or workplace agreements □ Not aware of the need □ Not a priority
	☐ Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	 ☐ Yes (select all applicable answers) ☐ Employee assistance program (including access to a psychologist, chaplain or counsellor) ☐ Training of key personnel
	☐ A domestic violence clause is in an enterprise agreement or workplace agreement
	☐ Workplace safety planning
	 Access to paid domestic violence leave (contained in an enterprise/workplace agreement) Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)
	☐ Access to unpaid leave
	 ☐ Confidentiality of matters disclosed ☐ Referral of employees to appropriate domestic violence support services for expert advice
	Protection from any adverse action or discrimination based on the disclosure of domestic violence
	☐ Flexible working arrangements
	☐ Provision of financial support (e.g. advance bonus payment or advanced pay)☐ Offer change of office location
	☐ Emergency accommodation assistance
	Access to medical services (e.g. doctor or nurse)
	☐ Other (provide details): ☑ No (you may specify why no other support mechanisms are in place)
	☐ Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise
	Not aware of the need Not a priority
	☐ Not a priority ☐ Other (provide details):
	_ culei (previde dotalie).
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men?
	 flexible hours of work compressed working weeks
	time-in-lieu
	• telecommuting
	 part-time work job sharing
	• carer's leave
	purchased leave
	 unpaid leave. Options may be offered both formally and/or informally.
	For example, if time-in-lieu is available to women formally but to men informally, you would select NO.
	 ⊠ Yes, the option/s in place are available to both women and men. □ No, some/all options are not available to both women AND men.
	14.1 Which options from the list below are available? Please tick the related checkboxes.
	 Unticked checkboxes mean this option is NOT available to your employees.



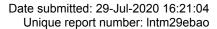


	Mar	Managers		Non-managers	
	Formal	Formal Informal		Formal Informal	
Flexible hours of work	\boxtimes	\boxtimes	\boxtimes	\boxtimes	
Compressed working weeks					
Time-in-lieu					
Telecommuting					
Part-time work	\boxtimes		\boxtimes		
Job sharing		\boxtimes			
Carer's leave	\boxtimes		\boxtimes		
Purchased leave					
Unpaid leave					

	JOD Sharing							
	Carer's leave	\boxtimes		\boxtimes				
	Purchased leave							
	Unpaid leave		\boxtimes	\boxtimes				
14.3	You may specify why any of the above option	You may specify why any of the above options are NOT available to your employees.						
	☐ Currently under development, please enter d ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):	☐ Not a priority						
14.4	If your organisation would like to provide add please do so below:	ditional inform	nation relating to	o gender equa	ility indicator 4,			
Concerion This gender of	r equality indicator 5: Consul ning gender equality in the was equality indicator seeks information on what consulender equality in the workplace.	orkplace	•					
15. Have	e you consulted with employees on issues concerning gender equality in your workplace?							
□ Ye ⊠ No	es o (you may specify why you have not consulted wit Not needed (provide details why): NOT RAISED, DUE TO A VERY EVEN MIX Insufficient resources/expertise Not a priority Other (provide details):							
15.3	If your organisation would like to provide add please do so below.	ditional inform	nation relating to	o gender equa	llity indicator 5,			

Gender equality indicator 6: Sex-based harassment and discrimination

The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training of managers on SBH is in place.







16.	Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Included in award/industrial or workplace agreement □ Not a priority □ Other (provide details):
	16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
	 ✓ Yes No (you may specify why a grievance process is not included) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):
17.	Do you provide training for all managers on sex-based harassment and discrimination prevention?
	 ✓ Yes - please indicate how often this training is provided: ✓ At induction ✓ At least annually ◯ Every one-to-two years ◯ Every three years or more ◯ Varies across business units ◯ Other (provide details): ☑ No (you may specify why this training is not provided) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):
	17.1 If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:

Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)





Gender composition proportions in your workplace

Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press **Submit** at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- 3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 62.2% females and 37.8% males.

Promotions

- 2. 100.0% of employees awarded promotions were women and 0.0% were men
 - i. 100.0% of all manager promotions were awarded to women
 - ii. 0.0% of all non-manager promotions were awarded to women.
- 3. 4.4% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

Resignations

- 4. 30.6% of employees who resigned were women and 69.4% were men
 - i. 0.0% of all managers who resigned were women
 - ii. 30.6% of all non-managers who resigned were women.
- 5. 4.4% of your workforce was part-time and 5.6% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. N/A women who utilised parental leave ceased employment before returning to work
- ii. N/A men who utilised parental leave ceased employment before returning to work
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. N/A non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access List of employee organisations: Mulgrave Country Club staff Mulgrave Country Club board Mulgrave Country Club members Mulgrave Country Club website CEO sign off confirmation Name of CEO or equivalent: Kerry Scarlett CEO signature: Date: