

# WGEA Reporting 2023/2024



As required under the Workplace Gender Equality Act 2012, DOBCEL submitted its third Workplace Gender Equality Agency (WGEA) report on 30 May this year. This report includes data relating to staff across each of the primary and secondary schools governed by DOBCEL, and its Catholic Education office. A summary of the data is below –

## DOBCEL 2024 workforce composition data

	female	male	
full time	670	304	
part time	1341	137	
<b>TOTAL EMPLOYEES</b>	<b>2011</b>	<b>441</b>	<b>2452</b>

## Breakdown of manager and non-manager roles by employment status

	workforce percentage	full time	part time
Female manager	59%	86%	14%
Male Manager	41%	95%	5%
Female non-manager	84%	31%	69%
Male non - manager	16%	64%	36%

## Workforce composition by role

	Key Management Personnel (KMPs)		Managers		Non-Management	
	Women	Men	Women	Men	Women	Men
2021-22	50%	50%	56%	44%	83%	17%
2022-23	50%	50%	58%	42%	83%	17%
2023-24	50%	50%	59%	41%	84%	16%

## Employee movement: Manager and non-manager appointments (including promotion) by gender

	Female		Male	
	Number	Percent	Number	Percent
Appointments to manager roles (incl promotions)	21	72%	8	28%
Appointments to non-manager roles (incl promotions)	452	82%	102	18%

## Organisation summary

**Workforce composition** - The percentage of female employees employed in Management roles has increased from the 2024 report. Across DOBCEL more females than males are employed in management role.

**Workforce overview** - DOBCEL complies with the CECV Guidelines on the Employment of Staff in Catholic Schools as a guide to employment concerning State and Federal industrial and anti-discrimination laws.

**Gender pay gap** - The remuneration scale and salaries are gender-neutral. Salaries are determined by the remuneration framework prescribed in the Victorian Catholic Multi-Enterprise Agreement based on measurable attributes such as position, experience, and school size (student numbers). Despite this DOBCEL does have a gender pay gap. In summary, this gap can be largely attributed to larger schools with a higher ratio of males in leadership positions which attract a higher salary according to the Agreement. However, the number of women in leadership roles in school leadership role and other areas of DOBCEL continues to grow year on year and this growth will continue to be a focus.

**Employee Support** - DOBCEL employees have access to employer-funded paid parental leave, personal leave above the National Employment Standard and formal policies for Prevention of Bullying, Harassment and Discrimination, and Employee Grievances.

**Gender Equity Indicators** - From April 2024, six gender equity indicators (GEIs) were implemented and the Act now requires employers with 100 or more employees to report annually against these indicators.



WGEA collects data on the indicators via a survey to support employers in assessing and driving gender equality in their workplaces. The GEIs represent the key areas where workplace gender inequality persists and where progress toward gender equality can be achieved through focused action.

- GEI 1 – gender composition of the workforce
- GEI 2 – gender composition of governing bodies of relevant employers
- GEI 3 – equal remuneration between women and men
- GEI 4 – 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
- GEI 5 – consultation with employees on issues concerning gender equality in the workplace
- GEI 6 – sexual harassment, harassment on the grounds of sex or discrimination.

DOBCEL was able to respond positively to the WGEA survey questions and provide evidence of either current policies or strategies in place, an Employment agreement prescribing minimum standards or the provision of evidence that various forms of work are currently being undertaken to support the development of the DOBCEL organisational capability in all the six gender equity indicators.

Should you wish to comment on the reports please email: [fmurphy@dobcel.catholic.edu.au](mailto:fmurphy@dobcel.catholic.edu.au)