Workplace Gender Equality

Do schools have to comply?

Yes if you have 100 or more employees (headcount, not full-time equivalent) for any six months or more of a reporting period. (The six months do not have to be consecutive months.)

If a school has previously reported and the number of employees falls below 100, it must continue to report until employee numbers fall below 80 for six months or more of the particular reporting period.

Conditions of compliance

Schools with 100 or more employees must comply with the requirements under the Workplace Gender Equality Act 2012.

If you have to comply, what do you have to do?

The Act requires schools to:

- Lodge a report containing required information each year on time;
- Comply with the notification and access requirements;
- Meet minimum standards (for employers with 500 or more employees);
- Have the report signed by the Chief Executive Officer (CEO);
- Provide the Workplace Gender Equality Agency with information for the purpose of reviewing compliance on request;
- Not give false or misleading information.

What are the consequences if you don’t apply?

The Workplace Gender Equality Authority may name a non-compliant employer in a report to the Minister or by electronic or other mean. Non-compliant employers may also not be eligible to tender for contracts under the Commonwealth and some state procurement frameworks and may not be eligible for some Commonwealth grants or other financial assistance.

Useful links:

Workplace Gender Equality Act 2012
Workplace Gender Authority Agency