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14 February 2022

CERTIFICATE OF COMPLIANCE WITH THE WORKPLACE GENDER EQUALITY ACT 2012

I am pleased to advise that Dooleys Lidcombe Catholic Club Ltd (ABN: 95000963244) is **compliant** with the *Workplace Gender Equality Act 2012* (Act) for the 2020-21 reporting period.

This certificate forms your **notice of compliance with the Act** until replaced with a new certificate of compliance for the next reporting period.

A handwritten signature in black ink that reads "Mary Wooldridge".

Mary Wooldridge
Director

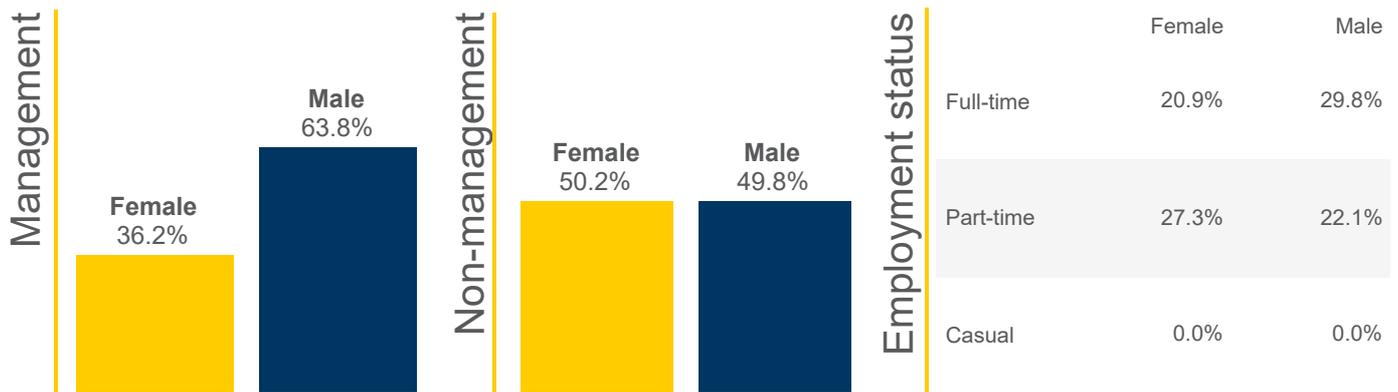
INSIGHTS at a glance

Dooleys Lidcombe Catholic Club Ltd - 2020-21
326 employees

This report summarises your organisation's responses to the 2020 - 2021 Compliance Reporting program. It demonstrates how your organisation is tracking.



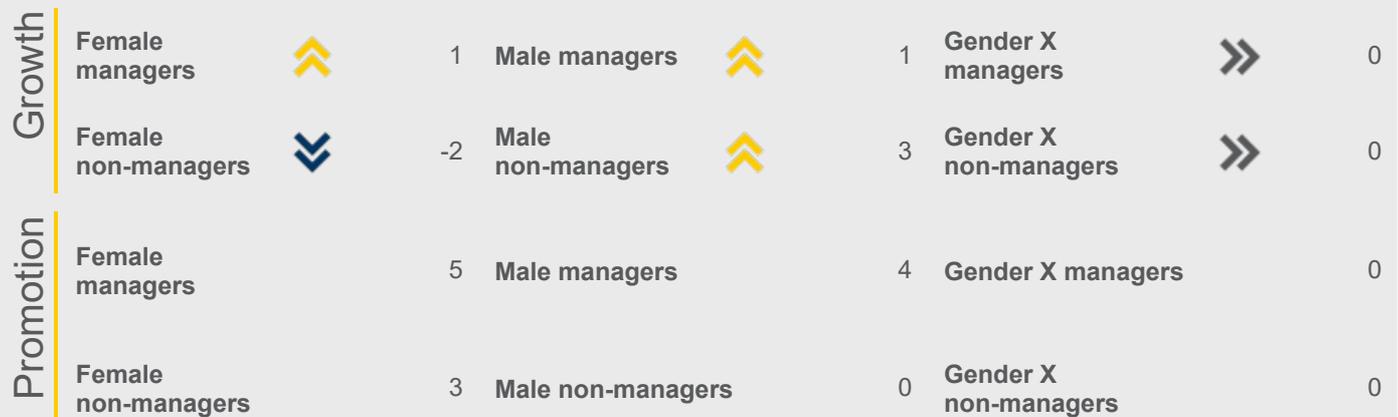
Workforce composition



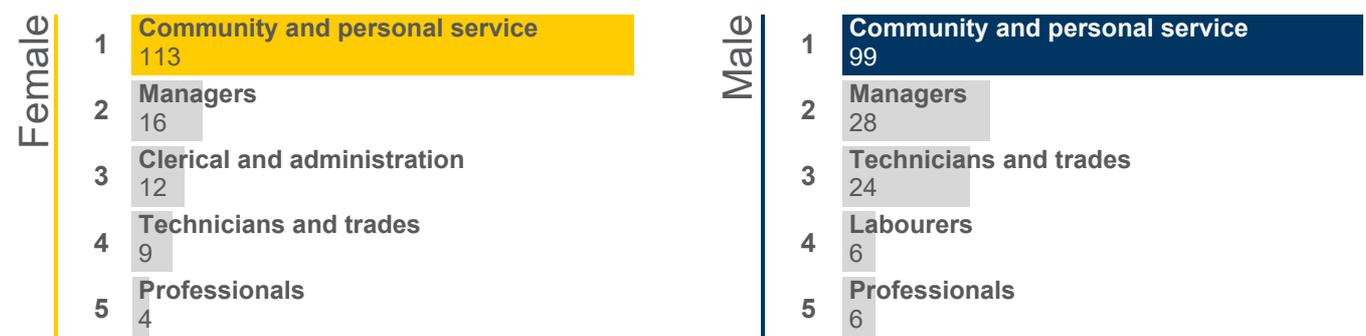
Employee growth and promotion



Dooleys Lidcombe Catholic Club Ltd reported an overall growth in employee numbers for the reporting period.



Top occupations by gender



Note: employee growth is external appointments minus resignations

Workplace Gender Equality Agency CEO Submission Summary

QUESTIONNAIRE overview

Dooleys Lidcombe Catholic Club Ltd - 2020-21
326 employees

This section summarises your responses to the 'yes/no' questions in the questionnaire.



Workplace overview

Yes
formal policy and/or strategy in place to support gender equality overall

Yes
formal policy or strategy in key performance indicators for managers relating to gender equality

Yes
formal policy or strategy in recruitment

Yes
formal policy or strategy in promotions



Action on gender equity

No
specific pay equity objectives included in your formal policy and/or formal strategy

Yes
formal policy and/or strategy on remuneration generally

No
consultation with employees on issues concerning gender equality in the workplace

No
analysis of payroll to determine if there are any remuneration gaps between women and men



Employee support

Yes
formal policy and/or strategy to support employees experiencing family or domestic violence

No
provision of employer funded paid parental leave, regardless of carer's status and in addition to any government funded parental leave scheme

Yes
formal policy and/or strategy on sex-based harassment and discrimination prevention



Flexible work

Yes
formal policy and/or strategy on flexible working arrangements



Governing body

Yes
governing body for this organisation

No
formal selection policy and/or strategy for governing body members

No
target set to increase representation of women on the governing body*

* Some companies may not have a target for Board composition if the Board is currently gender balanced