

The Friends' School

Case Study

The Friends' School in Hobart is the only co-educational Quaker School in the Southern Hemisphere catering for pre-kindergarten to Year 12.

Workplace Program Development

What did they analyse?

- Workplace profile of teaching and non-teaching staff
- Staff survey
- Workplace Focus Groups for all female and male employees

What did their analysis show?

- Out of six management positions for non-teaching staff, only one held by a woman.
- Only 20% of non-traditional areas of employment in the non-teaching area undertaken by women.
- 65% of teaching staff are women.
- 70% of non-teaching staff are women.
- Of 71 senior teaching roles, 31 held by women, with 13 of these being held by part-time female staff.
- Need to attract more males to teaching.
- The need to improve promotion and recruiting of women in non-teaching areas.

Promotion, Transfer and Termination Issue

Employees felt that family responsibilities and part-time employment hampered promotion opportunities and the need to promote women in non-teaching areas.

Actions taken

- The development of protocols for internal selection procedures.
- Ensured that all part-time staff, staff on leave (including maternity or long-service leave) are kept informed of any promotion opportunities.
- Review of administration area with a view to increasing the participation of women in management.
- Senior classroom teacher position created.

Outcomes

- Employment of first female gardener.
- Currently have female bus drivers.
- Out of 166 teaching staff, 75 are now in senior teaching positions.

Work Organisation Issue

- No senior part-time, non-teaching staff.
- A need to change some aspects of work organisation such as working hours flexibility

Actions taken

- Discussions about flexible work patterns and arrangements at enterprise bargaining meetings.

Quick Facts File

Industry: Predominantly female
Education

Number of employees: 211

Male/Female: 74/137

Status:

Waived – 3 years

Employer of Choice for Women

Relevant Employment Matters:

✓ Promotion, Transfer, Termination

✓ Work Organisation

✓ Conditions of Service

✓ Pregnancy, Potential Pregnancy and Breastfeeding

"We work very hard to accommodate the needs of our part-time employees. It developed out of an awareness of the needs of others"

*Ann Bright
Deputy Principal*

The Friends' School

Case Study

- Applicants for advertised positions were asked to nominate if they were interested in job sharing.
- Timetables were produced at the end of each year to facilitate staff with children to arrange childcare.

Outcomes

- The Principal's position is job-shared for the second time in the School's history.
- In the Junior School, 30% of staff now share roles.
- 25% of all female teaching staff are part-time, 48% in senior positions.

Conditions of Service Issue

A lack of paid maternity leave.

Actions taken

- Six weeks paid maternity leave was agreed at the Enterprise Bargaining Agreement for both teaching staff and non-teaching staff.

Outcomes

- A return from maternity leave rate of 100%.

Pregnancy, Potential Pregnancy and Breastfeeding Issue

Lack of knowledge of employment rights during pregnancy and maternity leave.

Actions taken

- Production and circulation of a booklet detailing frequently asked questions regarding maternity leave.

Outcomes

- A return from maternity leave rate of 100%.

Key Factors to Success

- The commitment to flexible work practices is communicated from the top down, as evidenced by the job-sharing of the Principal's position. Overall, this support has led to retention of staff.