

Brisbane Girls Grammar School

Education is a profession that has traditionally employed a high proportion of women and as one of Australia's leading girls' schools Brisbane Girls Grammar School is conscious of its importance as a role model to both students and to other schools.

Brisbane Girls Grammar School has always been a female friendly employer and over its 132-year history has been consistently lead by women.

Encouraging and supporting staff – both academic and administrative, can only benefit the School and wider community as the School is able to attract and retain talented women who make an enormous contribution to the education of future generations of women.

The School has successfully developed policies and procedures to provide all employees with equitable opportunities. The ability to respond to employee needs through a flexible and supportive workplace environment is a priority for the Board of Trustees and Principal.

Initiatives and outcomes:

The School has succeeded in appointing a number of women into significant technology management and teaching roles – with particular consciousness of their significance as role models to our students.

Analysis of statistics in the Workplace Profile indicates women constitute 72 per cent of total employees and hold 70 per cent of the available Executive positions. On the next level, women constitute 81 per cent of those holding promotional positions i.e. Positions of Added Responsibility (PARs).

Our Principal (CEO) stands as the major role model in a single-sex girls' secondary school and has achieved significant positions in the wider community.

In the last two years, six staff members have taken maternity leave of various lengths - four have returned as part-time staff, two of whom are job-sharing. Two others have returned to full-time work. Five staff members have taken paternity leave. Parental leave was again improved in 2007 with an increase to 12 weeks paid maternity leave available.

Job-share arrangements operate in the School and have been most successful in accommodating family responsibilities. As well, two senior staff members are job-sharing as a precursor stage towards retirement.

There has been a conscious effort to promote young women into available Positions of Added Responsibility even though a number of them have young families and are requiring maternity leave, sometimes of an extended nature.

Staff contacts:

Several staff members are happy to be available to the media, including the Principal, Ms Amanda Bell; teachers in job-share arrangements, executive staff and young women in positions of added responsibility, staff current on maternity leave.

Media contact:

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