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**Australian Government**



**Workplace  
Gender Equality  
Agency**



# 2022 - 23 Gender Equality Reporting

## Submitted By:

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The Star Pty Limited 25060510410

The Star Entertainment Training Company Pty Ltd 85154787103

# #Workplace Overview

## Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

**Recruitment:** Yes

Policy

**Retention:** Yes

Strategy

**Performance management processes:** Yes

Policy

**Promotions:** Yes.

Policy; Strategy

**Talent identification/identification of high potentials:** YesStrategy

**Succession planning:** Yes

Strategy

**Training and development:** Yes

Strategy

**Key performance indicators for managers relating to gender equality:** YesStrategy

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

YesStrategy

4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Additional information pertaining to Diversity and Inclusion voluntary question 3.

There are 23 team members who identify as Aboriginal and Torres Strait Islander, unfortunately because this information was anonymously collected, we cannot breakdown the gender, or if they are managers or non manager. We have entered the information as advised by WGEA.

## Governing Bodies

**Organisation:** The Star Entertainment Group Limited

**1.Name of the governing body:** Board of Directors

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 3	<b>Male (M)</b> 3	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy:** Yes

**Selected value:** Strategy

**6. Target set to increase the representation of women:** Yes

**6.1 Percentage (%) of target:** 30

**6.2 Year of target to be reached:** 2023-06-30

**Selected value:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Strategy

**Organisation:** The Star Entertainment Qld Limited

**1. Name of the governing body:** Board of Directors

**2. Type of the governing body:** Board of Directors

**3. Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 3	<b>Male (M)</b> 3	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy: Yes**

**Selected value:** Strategy

**6. Target set to increase the representation of women: Yes**

**6.1 Percentage (%) of target:** 30

**6.2 Year of target to be reached:** 2023-06-30

**Selected value:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Strategy

**Organisation:** The Star Pty Limited

**1. Name of the governing body:** Board of Directors

**2. Type of the governing body:** Board of Directors

**3. Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 3	<b>Male (M)</b> 3	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy: Yes**

**Selected value:** Strategy

**6. Target set to increase the representation of women: Yes**

**6.1 Percentage (%) of target:** 30

**6.2 Year of target to be reached: 2023-06-30**

**Selected value:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Strategy

**Organisation:** The Star Entertainment Training Company Pty Ltd

**1.Name of the governing body:** Board of Directors

**2.Type of the governing body:** Board of Directors

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	3	3	0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Strategy

**6. Target set to increase the representation of women:** Yes

**6.1 Percentage (%) of target:** 30

**6.2 Year of target to be reached:** 2023-06-30

**Selected value:**

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Strategy

**2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.**

The Star Entertainment Group is a member of the 30% club, a campaign that aims to boost the number of women in boards and executive leadership around the world.

# #Action on gender equality

## Gender Pay Gaps

**1. Do you have a formal policy and/or formal strategy on remuneration generally?**

Yes

Policy; Strategy

**1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?**

Yes

To achieve gender pay equity; To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To be transparent about pay scales and/or salary bands; To implement and/or maintain a transparent and rigorous performance assessment process

**2. What was the snapshot date used for your Workplace Profile?**

2023-03-31

**4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.**

The Star Entertainment Group conducts annual gender pay gap reviews to achieve gender pay equity. To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews.)

## Employer action on pay equality

**1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?**

Yes

**1.1 When was the most recent gender remuneration gap analysis undertaken?**

Within the last 12 months

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### 1.2 Did you take any actions as a result of your gender remuneration gap analysis?

Yes

Created a pay equity strategy or action plan; Analysed performance pay to ensure there is no gender bias (including unconscious bias); Analysed performance ratings to ensure there is no gender bias (including unconscious bias); Set targets to reduce any organisation-wide gap; Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive; Corrected like-for-like gaps

### 1.3 What type of gender remuneration gap analysis has been undertaken?

An annual review is undertaken of like-for-like roles and conducted across The Star Entertainment Group. When inconsistencies are identified they are escalated as a priority during the annual remuneration review.

### 3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Our Reward Strategy provides for Gender parity and references are made in publicly disclosed remuneration report.

## Employee Consultation

### 1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

#### 1.1 How did you consult employees?

Consultative committee or group; Survey

#### 1.2 Who did you consult?

ALL staff

### 2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

Yes

Strategy

### 3. On what date did your organisation share your last year's public reports with employees and shareholders?

Employees:

Shareholder:



4. **Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?**  
Yes
5. **If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.**

# #Flexible Work

## Flexible Working

1. **Do you have a formal policy and/or formal strategy on flexible working arrangements?**  
Yes  
Policy
  - 1.1. **Please indicate which of the following are included in your flexible working arrangements strategy or policy:**
    - A business case for flexibility has been established and endorsed at the leadership level**  
Yes
    - The organisation's approach to flexibility is integrated into client conversations**  
Yes
    - Employees are surveyed on whether they have sufficient flexibility**  
Yes
    - Employee training is provided throughout the organisation**  
No  
Not aware of the need
    - The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)**  
Yes

**Flexible working is promoted throughout the organisation**

Yes

**Targets have been set for engagement in flexible work**

No

Other

**Other:** TSEG is able to provide rotational rosters to Part Time, Casual, and Full-time team members. To remain competitive TSEG offers flexible/ hybrid work arrangements to corporate team members. Flexible work is part of the culture at The Star.

**Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body**

Yes

**Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel**

Yes

**Leaders are held accountable for improving workplace flexibility**

Yes

**Leaders are visible role models of flexible working**

Yes

**Manager training on flexible working is provided throughout the organisation**

Yes

**Targets have been set for men's engagement in flexible work**

No

Not aware of the need

**Team-based training is provided throughout the organisation**

No

Not aware of the need

**Other:** No

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**2. Do you offer any of the following flexible working options to MANAGERS in your workplace?**

**Carer's leave:** Yes

SAME options for women and men Formal options are available

**Compressed working weeks:** Yes

SAME options for women and men Formal options are available

**Flexible hours of work:** Yes

SAME options for women and men Formal options are available

**Job sharing:** Yes

SAME options for women and men

Formal options are available

**Part-time work:** Yes

SAME options for women and men Formal options are available

**Purchased leave:** Yes

SAME options for women and men Formal options are available

**Remote working/working from home:** Yes

SAME options for women and men

**Time-in-lieu:** Yes

SAME options for women and men

Formal options are available

**Unpaid leave:** Yes

SAME options for women and men Formal options are available

**3. Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?**

Yes

**5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**

Yes, women and men

**7. If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.**

Covid has had a positive impact on corporate roles with most people having access to hybrid-working arrangements. The percentage of females on formal Flexible Working Arrangements (FWA) (10.9% of managers and 3.7% of non-managers) is higher compared to males (2.7% of managers and 1.8% of non-managers). Informal FWA are not captured on this data.

# #Employee Support

# Paid Parental leave

- 1. Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?**

Yes, we offer employer funded parental leave to all genders without using the primary/secondary carer definition

- 1. If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.**

# Support for carers

- 1. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?**

Yes

Policy

- 2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?**

- 2.1. Employer subsidised childcare**

No

Not aware of the need

- 2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)**

No

Not aware of the need

- 2.3. Breastfeeding facilities**

Yes

Available at ALL worksites

- 2.4. Childcare referral services**

No

Not aware of the need

- 2.5. Coaching for employees on returning to work from parental leave**

No

Not aware of the need

- 2.6. Targeted communication mechanisms (e.g. intranet/forums)**

Yes

Available at ALL worksites

- 2.7. Internal support networks for parents**

Yes

Available at ALL worksites

**2.8. Information packs for new parents and/or those with elder care responsibilities**

No

Currently under development

**Estimated Completion Date:** 2024-06-30

**2.9. Parenting workshops targeting fathers**

No

Not aware of the need

**2.10. Parenting workshops targeting mothers**

No

Not aware of the need

**2.11. Referral services to support employees with family and/or caring responsibilities**

No

Not aware of the need

**2.12. Support in securing school holiday care**

No

Not aware of the need

**2.13. On-site childcare**

No

Not aware of the need

**2.14. Other details:** No

**3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.**

The Star has an established Carer Network Group that supports parents and carers. Our Carers Network group also helps parents transition back into the business from extended leave through information packs and making support networks available to team members should they have any questions. They actively post information on the intranet and social platforms to keep our parents and carers informed. The Star also has a Keeping in Touch (KIT) program, where team members can connect with their teams during whist on parental leave.

## **Sexual harassment, harassment on the grounds of sex or discrimination**

Date Created: 24-05-2023

- 1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?**

Yes

Policy; Strategy

- 1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?**

Yes

- 2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?**

All Non-Managers

Yes

**Voluntary question: All Non-Managers**

- 9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.**

The Star is committed to operating lawfully, ethically and responsibly and we provide secure and anonymous ways for team members to report inappropriate conduct/raise grievances. The Star focusses on a combination of education and awareness initiatives, provision of additional resources, and continual communication with team members to ensure they are aware of available support structures. Our Learning Management System (My Learning) also provides training to all team members through our Do The Right Thing and Code of Conduct modules. We also have a monthly survey called Peakon/ Your Voice where team members can raise grievances informally and anonymously. Department leaders and People and Performance consistently review these platforms and address issues whilst maintaining anonymity of the team members.

## Family or domestic violence

- 1. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?**

Yes

Policy

- 2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?**

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**A domestic violence clause is in an enterprise agreement or workplace agreement**

Yes

**Confidentiality of matters disclosed**

Yes

**Protection from any adverse action or discrimination based on the disclosure of domestic violence**

Yes

**Employee assistance program (including access to psychologist, chaplain or counsellor)**

Yes

**Emergency accommodation assistance**

No

Other

**Provide Details:** Not embedded in the policy however, it is a known practice and can be made available to team members who need this service.

**Provision of financial support (e.g. advance bonus payment or advanced pay)**

No

**Flexible working arrangements**

Yes

**Offer change of office location**

Yes

**Access to medical services (e.g. doctor or nurse)**

Yes

**Training of key personnel**

Yes

**Referral of employees to appropriate domestic violence support services for expert advice**

Yes

**Workplace safety planning**

Yes

**Access to paid domestic violence leave (contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

No

**Number of Days:**

5

**Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

No

**Number of days:**

5

**Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)**

No

Not aware of the need

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

No

**Number of days:**

90



**Provide Details: No**

**2. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below**

The Star supports employees who experience domestic violence to continue to participate in the workplace through the following measures. Approval of domestic violence leave, approval for other forms of leave such as leave without pay or any accrued but untaken paid leave, flexible working arrangements, safety plans or contingencies, appointment of trained Domestic Violence Support Officers who are available at each one of The Star's properties and can coordinate support for an employee experiencing domestic violence. All employees involved in supporting an employee experiencing domestic violence are bound by confidentiality to the extent possible. The Star provides internal and external support through the following service. People and Performance team, and Domestic Violence Support Officers (contact details are available on The Star's Intranet page). Confidential counselling for our employees and their families through the Employee Assistance Provider. The National Sexual Assault, Family and Domestic Violence Counselling Line. The Domestic Violence Line, Details of support services specific to LGBTI community.