Media Release

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2009 Employer of Choice for Women

For the fourth consecutive year, Brisbane Girls Grammar School has again been declared one of Australia’s most female friendly employers.

The Federal Government’s Equal Opportunity for Women in the Workplace Agency (EOWA) announced the 2009 Employer of Choice for Women awards on 18 March. Awarded to organisations with more than 80 employees, Brisbane Girls Grammar School was among only 12 Queensland recipients and 111 recipients Australia-wide.

Amanda Bell, Principal, said the award recognises the School’s success in developing policies and practices to provide all employees with equitable opportunities.

“We have programmes that support and encourage women, in both academic and administrative areas, and these have a positive outcome for both women and the School”, Ms Bell said.

Some of the School’s outstanding initiatives include:

- Paid maternity leave increased to 12 weeks
- Flexible job-share arrangements
- Career mentoring and promotional opportunities
- Female staff members seeking promotional positions beyond the School are encouraged to undertake professional development and personal coaching
- Role modelling to younger women and students
- 71 per cent of executive positions held by women

EOWA Acting Director Mari Steele said, “Employers work hard to get on this list because despite the economic downturn, may are acutely aware of the need to attract and retain women for sustainability in the long term.”

“This list provides women with a guide to organisations showing a real commitment to creating fair workplaces and to achieving genuine results for working women,” she said.

Organisations awarded the much-coveted EOWA citation are required to meet extremely stringent criteria. Some of these include: having transparent policies in place that support women across the organisation; at least 6 weeks paid maternity leave after 12 months of service; ensuring the percentage of female managers within the organisation is the same or greater than 28 per cent or the industry average, and ensuring a pay equity analysis has been undertaken and any gap identified is less than the organisation’s industry average.

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