

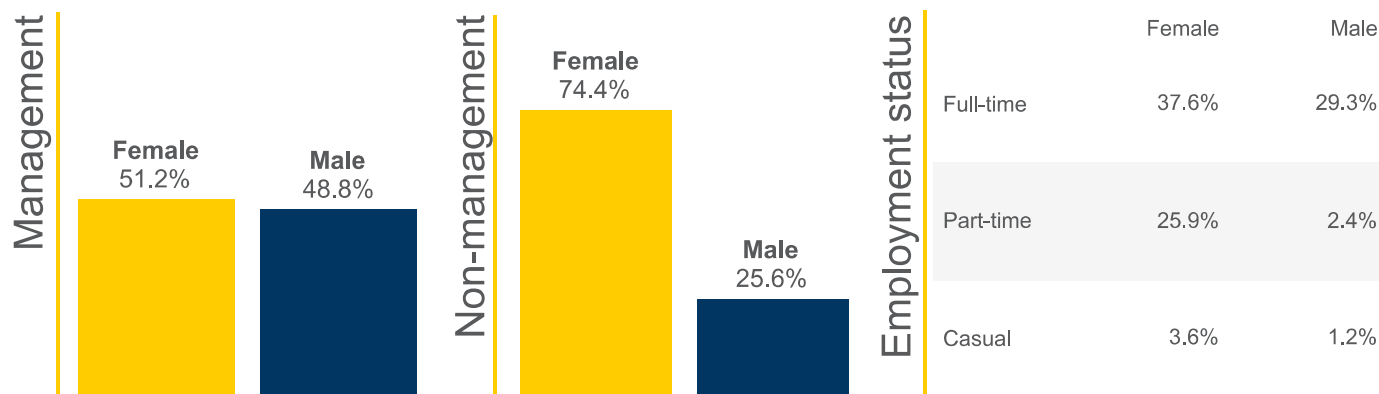
# INSIGHTS at a glance

**Beyond Bank Australia - 2020-21**  
668 employees

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



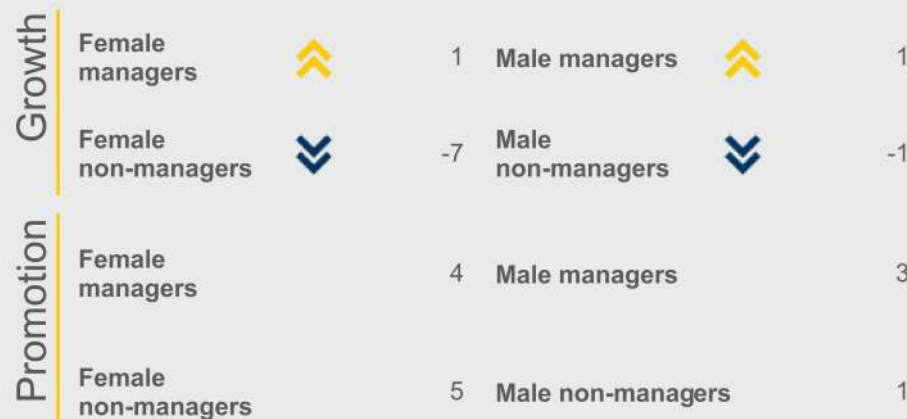
## Workforce composition



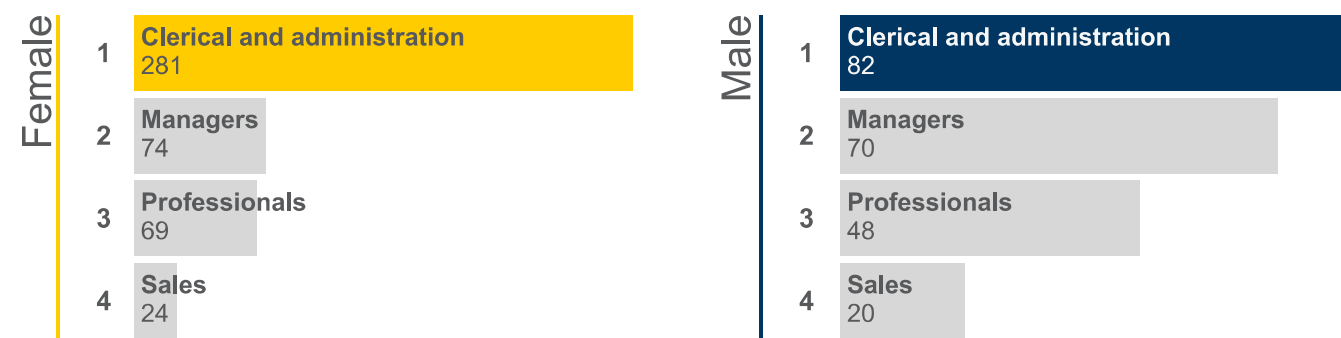
## Employee growth and promotion



Community CPS Australia Limited reported an overall loss in employee numbers for the reporting period.



## Top occupations by gender



Note: employee growth is external appointments minus resignations

# QUESTIONNAIRE overview

Beyond Bank Australia - 2020-21

668 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

**Yes**

consultation with employees on issues concerning gender equality in the workplace

**Yes**

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

**Yes**

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

**Yes**

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

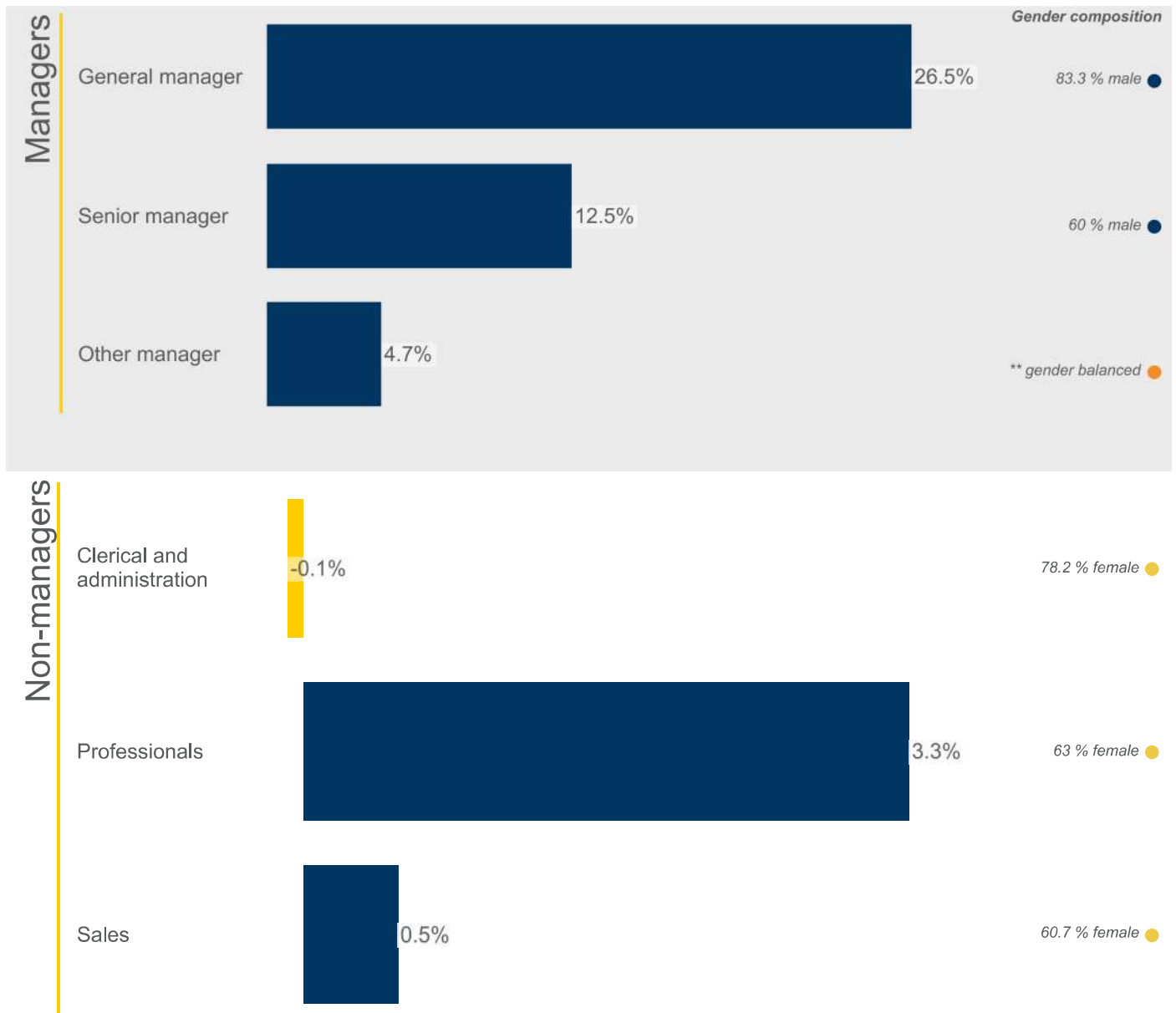
# CONFIDENTIAL workplace profile

Beyond Bank Australia - 2020-21  
668 employees

This section uses the salary and remuneration data provided in your workplace profile to calculate your gender pay gaps. Percentages greater than 0% represent a pay gap in favour of men.

## Gender pay gap

Organisation-wide gender pay gap for total remuneration: **21.9%\***.  
Pay gap favours men



\* The gender pay gap excludes voluntary salary data submitted for your CEO, Head of Business(es), and KMP/HOBs. It also excludes employees who did not receive any payment during the reporting period. Gender X is excluded while the Agency establishes the baseline levels for this new data point.

\*\* Gender balanced occupational groups is when no gender exceeds 60% of the headcount for the occupational group