



THE KING'S SCHOOL

19 December 2005

Submission by Email

Mr Gary Banks
The Chairman
Taskforce on Reducing the Regulatory Burden on Business
Canberra ACT

Dear Sir

ALLEVIATE THE COMPLIANCE BURDEN

It is respectfully requested that the Taskforce give consideration to removing the obligation upon business to comply with the mandatory reporting requirements of the Equal Opportunity for Women Legislation.

It is suggested that whilst the reporting arrangements might be deemed appropriate to remain this should be solely on a voluntary basis. Businesses that are sufficiently resourced and inclined to continue to demonstrate to the agency their pro-active approach in this area can do so and also benefit from any subsequent media.

Like other boys' boarding schools throughout Australia The King's School, whilst always seeking to appoint the best person for the job, is inclined to engage appropriate male role models from which the students can learn the appropriate way to conduct themselves in accordance with the School's ethos.

It is understood that girls' schools will approach staff appointments similarly and be better able to demonstrate to the EOWA that any legislative requirements or aims of the agency are being met.

I am willing to submit copies of the annual reports the School has submitted to the agency for the last four years together with the response received from the agency.

One of the School's aims in participating in this reporting process has been merely to avoid any adverse publicity that might arise should it be deemed to be an employer that had failed to comply with the agency's requirements and possibly subsequently be named in Parliament.

The School believes itself to be an equitable employer. It has in place appropriate staff policies that reflect the School's approach to staff appointments, expectations of its staff and their behaviour towards each other: The preparation and submission of these annual reports has contributed little to the significant measures that have been undertaken by the School in ensuring the appointment of the best person for each job and that staff are treated with respect by the School and their fellow workers.

In conclusion, it is again respectfully requested that submission of such reports be made on a voluntary basis.

Yours sincerely

Dr T F Hawkes
Headmaster

