Australian Government

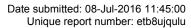**Workplace Gender Equality Agency**

2015-16 public report form submitted by The University of Newcastle to the Workplace Gender Equality Agency

Organisation and contact details

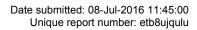| Organisation registration	Legal name ABN ANZSIC	The University of Newcastle 15736576735 8102 Higher Education
Organisation details	Trading name/s ASX code (if relevant) Postal address Organisation phone number	University of Newcastle University Drive CALLAGHAN NSW 2308 AUSTRALIA 0249215248
Reporting structure	Number of employees covered in this report submission Other organisations reported on in this report	5,603

Workplace profile
Manager

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees		
			F	M	Total employees
CEO/Head of Business in Australia	0	Full-time permanent	0	0	0
		Full-time contract	1	0	1
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Key management personnel	-1	Full-time permanent	0	4	4
		Full-time contract	1	4	5
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-2	Full-time permanent	1	1	2
		Full-time contract	1	1	2
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Other executives/General managers	-1	Full-time permanent	0	0	0
		Full-time contract	3	0	3
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-2	Full-time permanent	4	17	21
		Full-time contract	8	4	12
		Part-time permanent	0	0	0
		Part-time contract	0	1	1
		Casual	0	0	0
	-3	Full-time permanent	0	3	3
		Full-time contract	1	0	1
		Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
Senior Managers	-1	Full-time permanent	0	1	1
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees		
			F	M	Total employees
	-2	Full-time permanent	11	5	16
		Full-time contract	2	3	5
		Part-time permanent	0	0	0
		Part-time contract	0	1	1
		Casual	0	0	0
	-3	Full-time permanent	11	13	24
		Full-time contract	2	5	7
		Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0
	-4	Full-time permanent	0	4	4
		Full-time contract	0	2	2
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Other managers	-2	Full-time permanent	13	9	22
		Full-time contract	5	3	8
		Part-time permanent	5	0	5
		Part-time contract	1	4	5
		Casual	0	0	0
	-3	Full-time permanent	64	131	195
		Full-time contract	6	16	22
		Part-time permanent	8	5	13
		Part-time contract	4	14	18
		Casual	0	1	1
	-4	Full-time permanent	21	39	60
		Full-time contract	4	14	18
		Part-time permanent	2	0	2
		Part-time contract	4	3	7
		Casual	0	0	0
	-5	Full-time permanent	2	5	7
		Full-time contract	0	2	2
		Part-time permanent	0	0	0
		Part-time contract	1	1	2
		Casual	0	0	0
	-6	Full-time permanent	0	0	0
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	1	0	1
		Casual	0	0	0

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees		
			F	M	Total employees
Grand total: all managers			189	316	505

Non-manager

Non-manager occupational categories	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
		F	M	F	M	F	M	
Professionals	Full-time permanent	485	384	0	0	0	0	869
	Full-time contract	207	218	0	0	0	0	425
	Part-time permanent	134	26	0	0	0	0	160
	Part-time contract	275	93	0	0	0	0	368
	Casual	812	581	0	0	0	0	1,393
Technicians and trade	Full-time permanent	33	30	0	0	0	0	63
	Full-time contract	8	13	0	0	0	0	21
	Part-time permanent	9	2	0	0	0	0	11
	Part-time contract	13	3	0	0	0	0	16
	Casual	41	51	0	0	0	0	92
Community and personal service	Full-time permanent	8	15	0	0	0	0	23
	Full-time contract	2	3	0	0	0	0	5
	Part-time permanent	9	0	0	0	0	0	9
	Part-time contract	61	37	0	0	0	0	98
	Casual	162	91	0	0	0	0	253
Clerical and administrative	Full-time permanent	171	23	0	0	0	0	194
	Full-time contract	110	25	0	0	0	0	135
	Part-time permanent	90	6	0	0	0	0	96
	Part-time contract	114	16	0	0	0	0	130
	Casual	434	227	0	0	0	0	661
Sales	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	2	0	0	0	0	2
	Part-time permanent	0	0	0	0	0	0	0

Non-manager occupational categories	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
		F	M	F	M	F	M	
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Machinery operators and drivers	Full-time permanent	1	7	0	0	0	0	8
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	1	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	6	0	0	0	0	7
Labourers	Full-time permanent	0	7	0	0	0	0	7
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	1	0	0	0	0	1
Others	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	33	16	0	0	0	0	49
Grand total: all non-managers		3,214	1,884	0	0	0	0	5,098

Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

1 Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:

1.1 Recruitment?
☒ Yes (you can select policy and/or strategy options)
  ☒ Standalone policy
  ☐ Policy is contained within another policy
  ☐ Standalone strategy
  ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.2 Retention?
☒ Yes (you can select policy and/or strategy options)
  ☐ Standalone policy
  ☒ Policy is contained within another policy
  ☐ Standalone strategy
  ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.3 Performance management processes?
☒ Yes (you can select policy and/or strategy options)
  ☐ Standalone policy
  ☒ Policy is contained within another policy
  ☐ Standalone strategy
  ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.4 Promotions?
☒ Yes (you can select policy and/or strategy options)
  ☒ Standalone policy
  ☐ Policy is contained within another policy
  ☐ Standalone strategy
  ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.5 Talent identification/identification of high potentials?
☒ Yes (you can select policy and/or strategy options)

☒ Standalone policy
☐ Policy is contained within another policy
☐ Standalone strategy
☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.6   Succession planning?
☒ Yes (you can select policy and/or strategy options)
    ☒ Standalone policy
    ☐ Policy is contained within another policy
    ☐ Standalone strategy
    ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.7   Training and development?
☒ Yes (you can select policy and/or strategy options)
    ☐ Standalone policy
    ☒ Policy is contained within another policy
    ☐ Standalone strategy
    ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.8   Resignations?
☒ Yes (you can select policy and/or strategy options)
    ☐ Standalone policy
    ☒ Policy is contained within another policy
    ☐ Standalone strategy
    ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.9   Key performance indicators for managers relating to gender equality?
☒ Yes (you can select policy and/or strategy options)
    ☐ Standalone policy
    ☐ Policy is contained within another policy
    ☐ Standalone strategy
    ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.10   Gender equality overall?
☒ Yes (you can select policy and/or strategy options)

☐ Standalone policy
☐ Policy is contained within another policy
☐ Standalone strategy
☒ Strategy is contained within another strategy

☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.11   You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place:

Each Faculty has a Gender Equity Plan to support implementation of gender targets. These Plans/Committees also support and align with the goals and deliverables for the Athena SWAN pilot program which promotes gender equity principles and focuses on increasing the number of women in the STEMM disciplines.
"NeW Futures" Strategic Plan 2016-2015 includes a commitment to equity and social justice with a target to increase the number of women in senior leadership roles.

1.12   In the table below, please provide the NUMBER of new appointments made during the reporting period (by gender and manager/non-manager categories). This should include appointments from both external and internal sources such that if an existing employee is appointed to another role within the organisation (promotion or not), they would need to be included.

All appointments need to be included regardless of how they were made, for example through recruitment exercises, cold canvassing, previously-submitted resumes.

	Managers		Non-managers	
	Female	Male	Female	Male
NUMBER of appointments made	40	45	2839	1916

1.13   In the table below, please provide the NUMBER of employees who were awarded promotions during the reporting period (by gender, employment status and manager/non-manager categories).

('Promotion' means where a person has advanced or been raised to a higher office or rank on an ongoing basis. Temporary higher duties are not considered a promotion. This does not typically include movement within a salary band unless it involves a move to higher office or rank.)

No cell should be left blank, please enter '0' (zero) where there is no data.

	Managers		Non-managers	
	Female	Male	Female	Male
Permanent/ongoing full-time employees	7	20	11	15
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	1	3	4	0
Fixed-term contract part-time employees	0	0	3	0
Casual employees	0	0	0	0

1.14   In the table below, please provide the NUMBER of employees who have resigned during the reporting period (by gender, employment status, and manager/non-manager categories).

('Resigned' refers to employees who have given up their employment voluntarily, not those who are subject to employer-initiated terminations or redundancies.)

No cell should be left blank, please enter '0' (zero) where there is no data.

	Managers		Non-managers	
	Female	Male	Female	Male
Permanent/ongoing full-time employees	12	5	32	26
Permanent/ongoing part-time employees	0	2	10	2
Fixed-term contract full-time employees	3	4	28	26
Fixed-term contract part-time employees	1	1	40	9
Casual employees	0	0	8	9

1.15   Should you wish to provide additional information on any of your responses under gender equality indicator 1, please do so below:

Gender equality indicator 2: Gender composition of governing bodies

2   Your organisation, or organisations you are reporting on, will have a governing body/board as defined in the Workplace Gender Equality Act 2012 (Act). (In the Act, a governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer".) For the purposes of reporting under the Act, this question relates to the ultimate or 'highest' governing body for your organisation. NB: if your governing body/board is located overseas, it still needs to be included.

o For private or publicly listed companies, you will have one or more directors or a board of directors.

o For trusts, the trustee is the governing body/board.

o For partnerships, the governing body/board is likely to comprise all or some (if elected) partners.

o For organisations whose governing body/board is the same as their parent entity's governing body/board, it is still deemed to have a governing body/board.

o For religious structures, you may have a canonical advisor, bishop or archbishop.

o For other structures that do not fall into any of the above categories, your committee of management would be considered your governing body/board.

2.1   Please complete the table below, ensuring data entered is based on the instructions in each column header. For each organisation, enter the number of women and men on that governing body/board (not percentage). If a target has been set to increase the representation of women on any of the governing bodies listed, please indicate the % target and the year it is to be reached.

If your organisation's governing body/board is the same as your parent entity's governing body/board, you will need to enter your organisation's name but the details of your parent entity's governing body/board in the table below.

	Organisation name	Gender and NUMBER of chairperson/s (NOT percentage)		Gender and NUMBER of other governing body/board members (NOT percentage)		% target for representation of women on each governing body/board	Year to be reached
		F (Chair)	M (Chair)	F	M	(enter 0 if no target has been set, or enter a % between 1-100)	(in YYYY format; if no target has been set, leave blank)
01	University Council	0	1	6	8	0	
02							
03							
04							
05							
06							
07							
08							
09							
10							
11							
12							
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							

	Organisation name	Gender and NUMBER of chairperson/s (NOT percentage)		Gender and NUMBER of other governing body/board members (NOT percentage)		% target for representation of women on each governing body/board (enter 0 if no target has been set, or enter a % between 1-100)	Year to be reached (in YYYY format; if no target has been set, leave blank)
		F (Chair)	M (Chair)	F	M		
24							
25							
26							
27							
28							
29							
30							

2.2 If a target relating to the representation of women has not been set for any of the governing bodies listed above, you may specify why below:

☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either)
☐ Currently under development
☐ Insufficient human resources staff
☐ Don't have expertise
☒ Do not have control over governing body/board appointments (provide details why):
   This process is governed by the University of Newcastle By-law

☐ Not a priority
☐ Other (provide details):

2.3 Do you have a formal selection policy and/or formal selection strategy for governing body/board members for ALL organisations covered in this report?

☐ Yes (you can select policy and/or strategy options)
   ☐ Standalone policy
   ☐ Policy is contained within another policy
   ☐ Standalone strategy
   ☐ Strategy is contained within another strategy
☐ No
☐ No, in place for some governing bodies/boards
☐ No, currently under development
☐ No, insufficient human resources staff
☒ No, do not have control over governing body/board appointments (provide details why):
   This processed is governed by a By-law.
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

2.4   Partnership structures only: (only answer this question if your organisation operates under a partnership structure, ie is NOT an incorporated entity (ie Pty Ltd, Ltd or Inc), or an unincorporated entity).

Please enter the total number of female and male equity partners (excluding the managing partner) in the following table against the relevant WGEA standardised manager definitions. Non-equity (salaried) partners need to be included in your workplace profile.

Details of your managing partner should be included separately in the CEO row of your workplace profile.

NB: Please ensure that the composition of your governing body/board (which may include all or some of your equity partners below) is also entered in question 2.1.

	Full-time females	Part-time females	Full-time males	Part-time males
Equity partners who ARE key management personnel (KMPs) (excluding your managing partner)				
Equity partners who are "Other executives/General managers"				
Equity partners who are "Senior managers"				
Equity partners who are "Other managers"				

2.5   Should you wish to provide additional information on any of your responses under gender equality indicator 2, please do so below:

Gender equality indicator 3: Equal remuneration between women and men

3   Do you have a formal policy and/or formal strategy on remuneration generally?
☒ Yes (you can select policy and/or strategy options)
    ☐ Standalone policy
    ☒ Policy is contained within another policy
    ☐ Standalone strategy
    ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, included in workplace agreement
☐ No, don't have expertise
☐ No, salaries set by awards or industrial agreements
☐ No, non-award employees paid market rate
☐ No, not a priority
☐ No, other (provide details):

3.1   Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
☒ Yes (provide details in questions 3.2 and/or 3.3 below)
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, salaries set by awards or industrial agreements
☐ No, non-award employees are paid market rate

☐ No, not a priority
☐ No, other (provide details):

3.2   You have answered yes to question 3.1. Please indicate whether your formal policy or formal strategy includes the following gender pay equity objectives (more than one option can be selected):
☐ 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 pay reviews)
☒ To be transparent about pay scales and/or salary bands
☐ To ensure managers are held accountable for pay equity outcomes
☐ To implement and/or maintain a transparent and rigorous performance assessment process
☐ Other (Please provide details in question 3.3 below)

3.3   Provide details of other gender pay equity objectives that are included in your formal policy or formal strategy including timeframes for achieving these objectives:

The University continues to use Mercer Job Evaluation methodology for all new roles and a points system for Market loadings for senior staff which supports women in the negotiation process and mitigates opportunities for unintentional gender bias. An evaluation of commencing step levels by gender was also undertaken and the recruitment process updated to ensure an equitable approach.

4   Has a gender remuneration gap analysis been undertaken? (This is a payroll analysis to determine whether there are any gaps between what women and men are paid.)
☒ Yes. When was the most recent gender remuneration gap analysis undertaken?
         ☒ Within last 12 months
         ☐ Within last 1-2 years
         ☐ More than 2 years ago but less than 4 years ago
         ☐ Other (provide details):

☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, salaries for ALL employees (including managers) are set by awards or industrial agreements, AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)
☐ No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments)
☐ No, non-award employees are paid market rate
☐ No, not a priority
☐ No, other (provide details):

4.01   Should you wish to provide details on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like, organisation-wide), please do so below:

As the majority of the University's staff are covered by an Enterprise Agreement which is highly prescriptive and equitable in nature, attention has again been focused on salaries of senior staff on a like for like and organisational wide basis where the greatest discrepancies may arise. An Executive and Senior Staff Remuneration Review pay analysis was undertaken based on gender and positioning relevant to Market with a view to adjusting recommended increases (based on merit) to ensure the organisation was not perpetuating the gender pay gap.

4.1   Were any actions taken as a result of your gender remuneration gap analysis?

☒ Yes - please indicate what actions were taken (more than one option can be selected):

- ☐ Created a pay equity strategy or action plan
- ☒ Identified cause/s of the gaps
- ☒ Reviewed remuneration decision-making processes
- ☐ Analysed commencement salaries by gender to ensure there are no pay gaps
- ☐ Analysed performance ratings to ensure there is no gender bias (including unconscious bias)
- ☐ Analysed performance pay to ensure there is no gender bias (including unconscious bias)
- ☐ Trained people-managers in addressing gender bias (including unconscious bias)
- ☐ Set targets to reduce any like-for-like gaps
- ☐ Set targets to reduce any organisation-wide gaps
- ☐ Reported pay equity metrics (including gender pay gaps) to the governing body/board
- ☐ Reported pay equity metrics (including gender pay gaps) to the executive
- ☐ Reported pay equity metrics (including gender pay gaps) to all employees
- ☐ Reported pay equity metrics (including gender pay gaps) externally
- ☐ Corrected like-for-like gaps
- ☐ Conducted a gender-based job evaluation process
- ☐ Implemented other changes (provide details):

☐ No
☐ No unexplainable or unjustifiable gaps identified
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, salaries set by awards or industrial agreements
☐ No, non-award employees are paid market rate
☐ No, unable to address cause/s of gaps (provide details why):

☐ No, not a priority
☐ No, other (provide details):

4.2   Should you wish to provide additional information on any of your responses under gender equality indicator 3, please do so below:

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

5   Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers?

☒ Yes. (Please indicate how employer funded paid parental leave is provided to the primary carer):

- ☐ By paying the gap between the employee's salary and the government's paid parental leave scheme
- ☒ By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks
- ☐ As a lump sum payment (paid pre- or post- parental leave, or a combination)

☐ No
☐ No, currently being considered
☐ No, insufficient human resources staff
☐ No, government scheme is sufficient
☐ No, don't know how to implement
☐ No, not a priority

☐ No, other (provide details):

5.1   Please indicate the MINIMUM number of weeks of EMPLOYER FUNDED paid parental leave that is provided for primary carers.
26

Optional: If you wish to provide additional details on the eligibility period/s and the maximum number of paid parental leave offered to primary carers, please do so below:

5.1a   What is the eligibility period for employees to access the MINIMUM amount of employer funded paid parental leave (ie how long do employees need to be employed to access this MINIMUM amount - in months)?
12

5.1b   If you offer different amounts of employer funded paid parental leave, what is the MAXIMUM number of weeks of employer funded paid parental leave that is provided for primary carers (in weeks)?

5.1c   What is the eligibility period for employees to access the MAXIMUM amount of employer funded paid parental leave (ie how long do employees need to be employed to access this MAXIMUM amount – in months)?

5.2   What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS? In your calculation, you must include casuals when working out the proportion. For example, if ALL employees have access to employer funded paid parental leave for PRIMARY CARERS, including casuals, you would enter 100%. If casuals do not have access to this leave, your figure would always be less than 100%.

You may enter a number that represents the actual percentage of employees, or round the number to the nearest 10th percentile, e.g. if 23.4% enter 20; if 45.7% enter 50).

	Primary carer's leave
Percentage:	56.1

6   Do you provide employer funded paid parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers?
☒ Yes, one week or greater (please go to 6.1)
☐ Yes, less than one week (please go to 6.2)
☐ No
☐ No, currently being considered
☐ No, insufficient human resources staff
☐ No, government scheme is sufficient
☐ No, don't know how to implement
☐ No, not a priority
☐ No, other (provide details):

6.1   Please indicate the number of weeks of employer funded paid parental leave that is provided for secondary carers.
2

6.3   What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS? In your calculation, you must include casuals when working out the proportion. For example, if ALL employees have access to employer funded paid parental leave for SECONDARY CARERS, including casuals, you would enter 100%. If casuals do not have access to this leave, your figure would always be less than 100%.

Please enter a whole number that represents the percentage of employees to the nearest 10th percentile, (e.g. if 23.4% enter 20; if 45.7% enter 50).

	Secondary carer's leave
Percentage:	56.1

7   How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the past reporting period (this is to include employees still on parental leave who commenced this leave in another reporting period)?

No cell should be left blank, please enter '0' (zero) where there is no data.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	5	0	0	2
Non-managers	134	1	2	27

8   Provide the NUMBER of employees who, during the reporting period, ceased employment during, or at the end of, parental leave (by gender and manager/non-manager categories).

This includes employees on parental leave that had commenced in another reporting period. Include situations where the parental leave was taken continuously with any other leave type. For example, a person may have utilised paid/unpaid parental leave, annual leave or other unpaid leave during a single block of 'parental leave'.

'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

No cell should be left blank, please enter '0' (zero) where there is no data.

	Female	Male
Managers	0	0
Non-managers	3	0

9   Do you have a formal policy and/or formal strategy on flexible working arrangements?
☒ Yes (you can select policy and/or strategy options)
      ☐ Standalone policy
      ☐ Policy is contained within another policy
      ☐ Standalone strategy
      ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, included in workplace agreement
☐ No, don't have expertise
☐ No, don't offer flexible arrangements
☐ No, not a priority
☐ No, other (provide details):

9.1   You may indicate which of the following are included in your flexible working arrangements strategy:
☐ A business case for flexibility has been established and endorsed at the leadership level
☐ Leaders are visible role models of flexible working
☒ Flexible working is promoted throughout the organisation
☐ Targets have been set for engagement in flexible work
☐ Targets have been set for men's engagement in flexible work

☐ Leaders are held accountable for improving workplace flexibility
☐ Manager training on flexible working is provided throughout the organisation
☐ Employee training is provided throughout the organisation
☐ Team-based training is provided throughout the organisation
☒ Employees are surveyed on whether they have sufficient flexibility
☒ The organisation's approach to flexibility is integrated into client conversations
☒ The impact of flexibility is evaluated (eg reduced absenteeism, increased employee engagement)
☐ Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel
☐ Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body/board

10   Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
☒ Yes (you can select policy and/or strategy options)
      ☒ Standalone policy
      ☐ Policy is contained within another policy
      ☐ Standalone strategy
      ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, included in workplace agreement
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

11   Do you have any non-leave based measures to support employees with family or caring responsibilities (e.g. employer-subsidised childcare, breastfeeding facilities, referral services)?
☒ Yes
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

11.1   Please indicate what measures are in place and if they are available at all worksites (where only one worksite exists, for example a head-office, please select "Available at all worksites"):
☐ Employer subsidised childcare
      ☐ Available at some worksites only
      ☐ Available at all worksites
☒ On-site childcare
      ☒ Available at some worksites only
      ☐ Available at all worksites
☒ Breastfeeding facilities
      ☐ Available at some worksites only
      ☒ Available at all worksites
☐ Childcare referral services
      ☐ Available at some worksites only
      ☐ Available at all worksites
☐ Internal support networks for parents
      ☐ Available at some worksites only
      ☐ Available at all worksites

☐ Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave when an employee returns from leave).
    ☐ Available at some worksites only
    ☐ Available at all worksites
☒ Information packs to support new parents and/or those with elder care responsibilities
    ☐ Available at some worksites only
    ☒ Available at all worksites
☒ Referral services to support employees with family and/or caring responsibilities
    ☐ Available at some worksites only
    ☒ Available at all worksites
☒ Targeted communication mechanisms, for example intranet/ forums
    ☐ Available at some worksites only
    ☒ Available at all worksites
☐ Support in securing school holiday care
    ☐ Available at some worksites only
    ☐ Available at all worksites
☐ Coaching for employees on returning to work from parental leave
    ☐ Available at some worksites only
    ☐ Available at all worksites
☐ Parenting workshops targeting mothers
    ☐ Available at some worksites only
    ☐ Available at all worksites
☐ Parenting workshops targeting fathers
    ☐ Available at some worksites only
    ☐ Available at all worksites
☐ None of the above, please complete question 11.2 below

11.2   Please provide details of any other non-leave based measures that are in place and whether they are available at all worksites.

12   Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
☒ Yes (you can select policy and/or strategy options)
    ☐ Standalone policy
    ☐ Policy is contained within another policy
    ☐ Standalone strategy
    ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, included in workplace agreement
☐ No, not aware of the need
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (please provide details):

13   Other than a policy and/or strategy, do you have any measures to support employees who are experiencing family or domestic violence?
☒ Yes - please indicate the type of measures in place (more than one option can be selected):
    ☒ Employee assistance program (including access to a psychologist, chaplain or counsellor)
    ☐ Training of key personnel
    ☒ A domestic violence clause is in an enterprise agreement or workplace agreement
    ☐ Workplace safety planning
    ☒ Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

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

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

☐ Access to unpaid leave

☐ Confidentiality of matters disclosed

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

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

☒ Flexible working arrangements

☒ Provide financial support (e.g. advance bonus payment or advanced pay)

☐ Offer change of office location

☐ Emergency accommodation assistance

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

☐ Other (provide details):

☐ No

☐ No, currently under development

☐ No, insufficient human resources staff

☐ No, not aware of the need

☐ No, don't have expertise

☐ No, not a priority
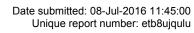
☐ No, other (provide details):

14   Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):

	Managers				Non-managers			
	Female		Male		Female		Male	
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Flexible hours of work	☒	☒	☒	☒	☒	☒	☒	☒
Compressed working weeks	☒	☐	☒	☐	☒	☐	☒	☐
Time-in-lieu	☒	☒	☒	☒	☒	☒	☒	☒
Telecommuting	☒	☒	☒	☒	☒	☒	☒	☒
Part-time work	☒	☐	☒	☐	☒	☐	☒	☐
Job sharing	☒	☐	☒	☐	☒	☐	☒	☐
Carer's leave	☒	☐	☒	☐	☒	☐	☒	☐
Purchased leave	☒	☐	☒	☐	☒	☐	☒	☐
Unpaid leave	☒	☐	☒	☐	☒	☐	☒	☐

14.1   If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below:
Staff at UON are encouraged to discuss flexible working hours with their Supervisor at the local level with a view to finding a solution that will be mutually beneficial to the individual and the needs of the business.

14.2   Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below:
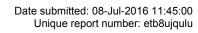☐ Currently under development

☐ Insufficient human resources staff
☐ Don't have expertise
☐ Not a priority
☐ Other (provide details):

14.3   Should you wish to provide additional information on any of your responses under gender equality indicator 4, please do so below:

Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

15   Have you consulted with employees on issues concerning gender equality in your workplace?
☒ Yes
☐ No
☐ No, not needed (provide details why):

☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

15.1   How did you consult with employees on issues concerning gender equality in your workplace (more than one option can be selected)?
☒ Survey
☒ Consultative committee or group
☒ Focus groups
☒ Exit interviews
☐ Performance discussions
☐ Other (provide details):

15.2   Please indicate what categories of employees you consulted.
☒ All staff
☐ Women only
☐ Men only
☐ Human resources managers
☐ Management
☐ Employee representative group(s)
☐ Diversity committee or equivalent
☐ Women and men who have resigned while on parental leave
☐ Other (provide details):

15.3   Should you wish to provide additional information on any of your responses under gender equality indicator 5, please do so below:
A Gender Survey was run for all staff to provide greater detail and clarity around issues relating to gender equity at the University. This information has been evaluated and grouped into themes to assist with current and future strategies and will also support the work around the Athena SWAN pilot.
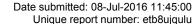
Gender equality indicator 6: Sex-based harassment and discrimination

16   Do you have a formal policy and/ or formal strategy on sex-based harassment and discrimination prevention?

☒ Yes (you can select policy and/or strategy options)
    ☒ Standalone policy
    ☐ Policy is contained within another policy
    ☐ Standalone strategy
    ☐ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, included in workplace agreement
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

16.1   Do you include a grievance process in any sex-based harassment and discrimination prevention policy and/or strategy?

☒ Yes
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

17   Does your workplace provide training for all managers on sex-based harassment and discrimination prevention?

☒ Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected):
    ☒ At induction
    ☐ At least annually
    ☒ Every one-to-two years
    ☐ Every three years or more
    ☐ Varies across business units
    ☐ Other (provide details):

☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

17.1   Should you wish to provide additional information on any of your responses under gender equality indicator 6, please do so below:

Other

18   Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.)

The University's institutional strategic plan, "NeW Futures" 2016-2025 (launched in early 2016) is based on values of equity and social justice and seeks to be recognised for the diversity of its workforce. As part of this plan, the University has strategies in place to address the under-representation of senior academic women and has recently applied to the Anti-Discrimination Board to target women only positions. The first use of this flexibility has been the recent advertisement of a "Women in Science" Chair.

As part of its commitment to gender equity, the University successfully applied to be in the first tranche of the Athena SWAN Pilot in Australia which seeks to address the under-representation of women in the STEMM disciplines. This was recognition of the University's diversity maturity and capacity to make further improvements in gender equity. A Self-Assessment Team and core working group has been established to drive the outcomes of the Pilot.

The University held several events to celebrate International Women's Day including a well-attended morning tea with guest speaker, Professor Penny Jane Burke, Director, Centre of Excellence for Equity in Higher Education and Global Innovation Chair of Equity. The University also sponsored a corporate table at the International Women's Day breakfast at West Leagues Club and was again the major sponsor for the Hunter Diversity Awards.

The University held its successful Academic Women in Leadership (AWIL) program from February to November 2015 with 19 delegates. In addition to the program, the University also ran a networking and Alumni group on how to navigate careers and facilitate opportunities to network.

The University continues to have strong representation of senior professional women (55%) which greatly exceeds the 2015 target of 35% set by the University in 2011. Academic women comprise 51% of the total academic workforce, 46% of the total fixed term and ongoing workforce and 56% of the casual academic workforce. The University has strategies in place to achieve gender equity with academic leaders and continues to benchmark across the sector. Women represent 61% of the University's total workforce.

Note: GE Indicator 4
100% Fixed Term and Ongoing staff have access to Employer Funded Parental Leave (provided eligibility criteria met).
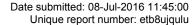80.5% Fixed Term and Ongoing staff eligible as at query date.
Eligibility
62.11 A staff member other than a current casual
i) who has had employment with the University for a period of 12 months or more at the date of birth or adoption/fostering, will be eligible for paid parental leave as defined in this clause; or
ii) who has less than 12 months employment with the University at the date of birth or adoption/fostering will be eligible for parental leave without pay for a period of 52 weeks.
62.12 A casual staff member who is employed by the University immediately prior to the taking of leave will be eligible for parental leave for a period of up to 52 weeks .
62.13 A staff member employed on a fixed-term or contingent contract of employment will cease to have an entitlement to parental leave upon the expiration of the contract.
62.14 A staff member who is on leave without pay (other than parental leave without pay) is not eligible for parental leave for the duration of the leave without pay. Eligibility for any paid leave entitlements will be assessed and may be applicable on a pro-rata basis. If the staff member's scheduled return from leave without pay is within 26 weeks after the birth or date of adoption/fostering.

Gender composition proportions in your workplace

Important notes:
1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
2. Some proportion calculations will not display until you press **Submit at** step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes **after** you have pressed **Re-submit** at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce
1. the gender composition of your workforce overall is 60.7% females and 39.3% males.
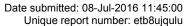
Promotions
2. 40.6% of employees awarded promotions were women and 59.4% were men
    i. 25.8% of all manager promotions were awarded to women
    ii. 54.5% of all non-manager promotions were awarded to women.
3. 16.9% of your workforce was part-time and 4.7% of promotions were awarded to part-time employees.

Resignations
4. 61.5% of employees who resigned were women and 38.5% were men
    i. 57.1% of all managers who resigned were women
    ii. 62.1% of all non-managers who resigned were women.
5. 16.9% of your workforce was part-time and 29.8% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave
    i. 2.1% of all women who utilised parental leave and ceased employment before returning to work
    ii. 0.0% of all men who utilised parental leave and ceased employment before returning to work
    iii. 0.0% of all managers who utilised parental leave and ceased employment before returning to work were women
    iv. 1.8% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access

List of employee organisations	National Tertiary Education Industry Union Community & Public Section Union

CEO sign off confirmation

Name of CEO or equivalent	Professor Caroline McMillen
Confirmation CEO has signed the report	Yes

CEO Signature:

Date: