



# Public report

2019-20

Submitted by

Legal Name: The University of Newcastle







# Organisation and contact details

Submitting organisation details	Legal name	The University of Newcastle			
	ABN	15736576735			
	ANZSIC	P Education and Training 8102 Higher Education			
	Business/trading name/s	University of Newcastle			
	ASX code (if applicable)				
	Postal address	University Drive			
		CALLAGHAN NSW 2308			
		AUSTRALIA			
	Organisation phone number	0249215248			
Reporting structure	Number of employees covered by this report	6,033			





# Workplace profile

# Manager

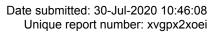
Managar appunational actagories	Reporting level to CEO	Employment status	No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees	
		Full-time permanent	0	0	0	
CEO/Head of Business in Australia		Full-time contract	0	1	1	
	0	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	0	6	6	
		Full-time contract	5	2	7	
	-1	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
Kov managament nargannal		Casual	0	0	0	
Key management personnel		Full-time permanent	2	1	3	
	-2	Full-time contract	0	0	0	
		Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
	-1	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	
		Full-time permanent	7	11	18	
		Full-time contract	11	9	20	
Other executives/General managers	-2	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	0	2	2	
		Full-time contract	0	1	1	
	-3	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	

4





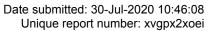
Management and last and a	Day artis a lavel to OFO	Francis and status		No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees		
		Full-time permanent	8	11	19		
		Full-time contract	2	4	6		
	-2	Part-time permanent	0	0	0		
		Part-time contract	0	2	2		
		Casual	0	0	0		
		Full-time permanent	12	15	27		
		Full-time contract	6	17	23		
Senior Managers	-3	Part-time permanent	0	0	0		
		Part-time contract	2	3	5		
		Casual	0	0	0		
		Full-time permanent	0	1	1		
		Full-time contract	0	1	1		
	-4	Part-time permanent	0	0	0		
		Part-time contract	0	1	1		
		Casual	0	0	0		
	-1	Full-time permanent	1	0	1		
		Full-time contract	0	0	0		
		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
	-2	Full-time permanent	7	5	12		
		Full-time contract	1	1	2		
		Part-time permanent	2	0	2		
		Part-time contract	1	1	2		
		Casual	0	0	0		
Other managers		Full-time permanent	102	134	236		
		Full-time contract	8	13	21		
	-3	Part-time permanent	8	3	11		
		Part-time contract	6	13	19		
		Casual	0	0	0		
		Full-time permanent	30	43	73		
		Full-time contract	9	14	23		
	-4	Part-time permanent	1	2	3		
		Part-time contract	5	3	8		
		Casual	0	0	0		
	-5	Full-time permanent	5	5	10		







Manager occupational extension	Manager occupational categories Penerting level to CEO Employment status		No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status		М	Total employees	
		Full-time contract	3	1	4	
		Part-time permanent	0	0	0	
		Part-time contract	1	0	1	
		Casual	0	0	0	
		Full-time permanent	2	1	3	
		Full-time contract	0	0	0	
	-6	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Grand total: all managers					575	



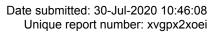




# Workplace profile

# Non-manager

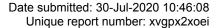
Non manager equipational actorists	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	es (if applicable)	No. of apprentic	es (if applicable)	Total employees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	, ,
Professionals	Full-time permanent	461	313	0	0	0	0	774
	Full-time contract	263	258	0	0	0	0	521
	Part-time permanent	167	20	0	0	0	0	187
	Part-time contract	337	89	0	0	0	0	426
	Casual	886	703	0	0	0	0	1,589
	Full-time permanent	36	45	0	0	0	0	81
	Full-time contract	11	17	0	0	0	0	28
Technicians and trade	Part-time permanent	10	7	0	0	0	0	17
	Part-time contract	9	12	0	0	0	0	21
	Casual	20	16	0	0	0	0	36
	Full-time permanent	0	1	0	0	0	0	1
	Full-time contract	2	0	0	0	0	0	2
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
, ,	Part-time contract	43	24	0	0	0	0	67
	Casual	154	107	0	0	0	0	261
	Full-time permanent	179	32	0	0	0	0	211
	Full-time contract	127	54	0	0	0	0	181
Clerical and administrative	Part-time permanent	94	9	0	0	0	0	103
	Part-time contract	127	23	0	0	0	0	150
	Casual	486	246	0	0	0	0	732
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	1	1	0	0	0	0	2
Sales	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	1	0	0	0	0	1
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	1	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	1	5	0	0	0	0	6







Non manager equipational estageries	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	37	22	0	0	0	0	59
Grand total: all non-managers		3,452	2,006	0	0	0	0	5,458







# Reporting questionnaire

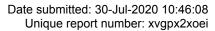
# Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

# NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2019 to 31 March 2020. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- · Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.2	Retention
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.3	Performance management processes
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>





1.4

**Promotions** 



	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>✓ No (you may specify why no formal policy or formal strategy is in place)</li> <li>✓ Currently under development, please enter date this is due to be completed</li> <li>✓ Insufficient resources/expertise</li> <li>✓ Not a priority</li> </ul>
1.5	Talent identification/identification of high potentials
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.6	Succession planning
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>✓ No (you may specify why no formal policy or formal strategy is in place)</li> <li>✓ Currently under development, please enter date this is due to be completed</li> <li>✓ Insufficient resources/expertise</li> <li>✓ Not a priority</li> </ul>
1.7	Training and development
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>☑ Strategy</li> <li>□ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> </ul>
1.8	Key performance indicators for managers relating to gender equality
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>□ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> </ul>
1.9	Gender equality overall
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>✓ Strategy</li> <li>✓ No (you may specify why no formal policy or formal strategy is in place)</li> <li>✓ Currently under development, please enter date this is due to be completed</li> <li>✓ Insufficient resources/expertise</li> <li>✓ Not a priority</li> </ul>





1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	19	11	20	7
Permanent/ongoing part-time employees	2	0	2	0
Fixed-term contract full-time employees	0	3	7	5
Fixed-term contract part-time employees	2	0	1	0
Casual employees	0	0	0	0

1.11 How many appointments in total were made to manager and non-manager roles (based on WGEA-defined managers/non-managers) during the reporting period (add the number of external appointments and internal promotions together)?

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	40	55
Number of appointments made to NON-MANAGER roles (including promotions)	3309	2191

1.12 How many employees resigned during the reporting period against each category below?

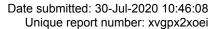
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	8	12	40	23
Permanent/ongoing part-time employees	3	1	16	0
Fixed-term contract full-time employees	2	6	32	27
Fixed-term contract part-time employees	4	2	65	21
Casual employees	0	0	13	4

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

# Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

- 2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.
  - 2.1 Please answer the following questions relating to each governing body covered in this report.







Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

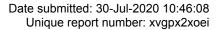
If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

2.1a.1	la.1 Organisation name?						
	University of Newcastle - Council						
2.1b.1	What gender is the Chair on this governing body (if the role of the Chair rotates, enter the gender of the Chair at your last meeting)?						
		Female	Male				
	Number	0	1				
2.1c.1	How many other members are on this	governing body (excluding the Chair/	s)?				
		Female	Male				
	Number	8	7				
2.1g.1	<ul> <li>No (you may specify why a target has not been set)</li></ul>						
2.2	Do you have a formal selection policy organisations covered in this report?	and/or formal selection strategy for g	overning body members for ALL				
	☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy						
	<ul> <li>☒ No (you may specify why no formal set</li> <li>☐ In place for some governing be</li> <li>☐ Currently under development,</li> <li>☐ Insufficient resources/expertise</li> <li>☒ Do not have control over gove</li> </ul>	odies please enter date this is due to be comp	oleted s why)				

Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an

"incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?

2.3







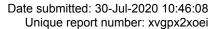
	Yes
$\boxtimes$	No

2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

# Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

⊠ Ye	s (select all applicable answers) ⊠ Policy
	Strategy Strategy
☐ No	(you may specify why no formal policy or formal strategy is in place)
	Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise ☐ Salaries set by awards/industrial or workplace agreements
	□ Non-award employees paid market rate
	☐ Not a priority
	Other (provide details):
3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
	No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)
	<ul> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Salaries set by awards/industrial or workplace agreements</li> </ul>
	☐ Insufficient resources/expertise
	☐ Non-award employees paid market rate
	☐ Not a priority ☐ Other (provide details):
	☐ Other (provide details).
3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity object (select all applicable answers)?
	☐ 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 (provide details):
	you analysed your payroll to determine if there are any remuneration gaps between women and men (
condu	cted a gender pay gap analysis)?
⊠ Ye	s - the most recent gender remuneration gap analysis was undertaken:
	☐ More than 2 years ago but less than 4 years ago
_	Other (provide details):
I I NI	(you may specify why you have not analysed your payroll for gender remuneration gaps)
□ №	Currently under development, please enter date this is due to be completed



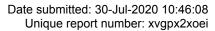




qualific IS roor	Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no or discretion in pay changes (for example because pay increases occur only when there is a change in tenure or cations)  Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there in for discretion in pay changes (because pay increases can occur with some discretion such as performance sments)  Non-award employees paid market rate  Not a priority  Other (provide details):
4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).
	Like for like and organisation wide analysis has been undertaken - with the most focus/analysis on senior staff that sit outside the University's Enterprise Agreement where the greatest discrepancies may arise.
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	<ul> <li>Yes – indicate what actions were taken (select all applicable answers)</li></ul>
4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

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

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.



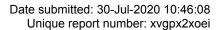




5.	A "PRIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having greater responsibility for the day-to-day care of a child.
	Do you provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND men, in addition to any government 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, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please indicate how employer funded paid parental leave is provided to women ONLY):  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, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded paid parental leave is provided to men ONLY):  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, not available (you may specify why this leave is not provided)  Currently under development, please enter date this is due to be completed lnsufficient resources/expertise  Government scheme is sufficient  Not a priority  Other (provide details):
	5.1 How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:  26
5a.	If your organisation would like to provide additional information on your paid parental leave for primary carers e.g. eligibility period, where applicable the maximum number of weeks provided, and other arrangements you may have in place, please do so below.
	100% of fixed term staff and ongoing staff have access to employer funded parental leave based on 12 months of employment. Staff can access the equivalence of 26 weeks normal pay over a period of up to 52 weeks to be taken as a block/s or combinations of full pay, pro-rata pay or leave without pay. Staff with less than 12 months service and casual staff who have been employed prior to the taking of leave will be eligible for parental leave without pay for a period of up to 52 weeks.
	<ul> <li>What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS?</li> <li>In your calculation, you MUST INCLUDE CASUALS when working out the proportion.</li> <li></li></ul>

Please indicate whether your employer funded paid parental leave for primary carers covers:

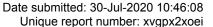
5.3







		<ul><li>☑ Adoption</li><li>☑ Surrogacy</li><li>☑ Stillbirth</li></ul>
6.		ECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ary carer.
		ou provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and en, in addition to any government funded parental leave scheme for secondary carers?
	☐ No	we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) we offer paid parental leave for SECONDARY CARERS that is available to women ONLY (e.g. paternity leave) who offer paid parental leave for SECONDARY CARERS that is available to women ONLY (e.g. paternity leave) which is available to women ONLY (e.g. paternity leave) which is available to men ONLY (e.g. paternity leave) is available to men ONLY (e.g. paternity leave) which is available to women ONLY (e.g. paternity leave) which is available to women ONLY (e.g. paternity leave) which is available to women ONLY (e.g. paternity leave) which is available to women ONLY (e.g. paternity leave) which is available to women ONLY (e.g. paternity leave) which is available to women ONLY (e.g. paternity leave) which is available to women ONLY (e.g. paternity leave) which is available to women ONLY (e.g. paternity
	6.1	How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:
		15
6a.	CARE	r organisation would like to provide additional information on your paid parental leave for SECONDARY ERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	emplo	byed on a continuing or fixed term or contingent basis, are entitled to 3 weeks paid leave. Partners who less than 12 months of employment, can access 3 weeks of unpaid leave.
	6.2	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.
		□ <10%
		☐ 10-20% ☐ 21-30%
		☐ 31-40% ☐ 41-50%
		⊠ 51-60% □ 61-70%
		☐ 71-80% ☐ 81-90%
		☐ 91-99% ☐ 100%
	6.3	Please indicate whether your employer funded paid parental leave for secondary carers covers:
		<ul><li>☑ Adoption</li><li>☑ Surrogacy</li><li>☑ Stillbirth</li></ul>
7.		many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include byees still on parental leave, regardless of when it commenced.







	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	8	0	0	3

7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	125	2	3	25

- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
  - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
  - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

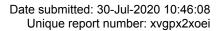
	Female	Male
Managers	0	0

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
  - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
  - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	6	0

q	Do you have a fo	rmal policy and/or t	ormal strategy on f	flevible working	arrangements?

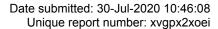
	s (select all applicable answers)  ☑ Policy ☑ Strategy (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Don't offer flexible arrangements
	☐ Not a priority ☐ Other (provide details):
	Utilei (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







		☐ Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body  ☐ Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body
10.	Do yo	u have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	⊠ Ye	s (select all applicable answers)
	□ No	Strategy  (you may specify why no formal policy or formal strategy is in place)  ☐ Currently under development, please enter date this is due to be completed
		☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details):
11.		ou offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye	
		(you may specify why non-leave based measures are not in place)
		☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise
		☐ Not a priority
		Other (provide details):
	11.1	Please select what support mechanisms are in place and if they are available at all worksites.  • Where only one worksite exists, for example a head-office, select "Available at all worksites".
		☐ Employer subsidised childcare ☐ Available at some worksites only
		Available at all worksites
		<ul> <li>✓ On-site childcare</li> <li>✓ Available at some worksites only</li> </ul>
		Available at all worksites
		☑ Breastfeeding facilities ☐ Available at some worksites only
		<ul> <li>☒ Available at all worksites</li> <li>☐ Childcare referral services</li> </ul>
		☐ 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
		☐ Available at all worksites ☐ Information packs to support new parents and/or those with elder care responsibilities
		<ul><li>☐ Available at some worksites only</li><li>☑ Available at all worksites</li></ul>
		☐ Referral services to support employees with family and/or caring responsibilities
		<ul> <li>☐ Available at some worksites only</li> <li>☒ Available at all worksites</li> </ul>
		☐ 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					
	<ul> <li>☐ Available at some worksites only</li> <li>☐ Available at all worksites</li> </ul>					
	☐ None of the above, please complete question 11.2 below					
	Mone of the above, please complete question 11.2 below					
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic					
	violence?					
	∑ Yes (select all applicable answers)					
	Policy					
	Strategy St					
	□ No (you may specify why no formal policy or formal strategy is in place)					
	Currently under development, please enter date this is due to be completed					
	☐ Insufficient resources/expertise					
	☐ Included in award/industrial or workplace agreements ☐ Not aware of the need					
	☐ Not a wate of the fleed					
	Other (please provide details):					
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support					
	employees who are experiencing family or domestic violence?					
	∑ Yes (select all applicable answers)					
	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					
	<ul> <li>☐ Referral of employees to appropriate domestic violence support services for expert advice</li> <li>☐ Protection from any adverse action or discrimination based on the disclosure of domestic violence</li> </ul>					
	☐ Florible working arrangements					
	☐ Provision of financial support (e.g. advance bonus payment or advanced pay)					
	☐ Offer change of office location					
	☐ Emergency accommodation assistance					
	Other (provide details):					
	☐ No (you may specify why no other support mechanisms are in place)					
	Currently under development, please enter date this is due to be completed					
	☐ Insufficient resources/expertise					
	☐ Not aware of the need ☐ Not a priority					
	☐ Other (provide details):					
	_ Cara (provide detaile).					
14.	Where any of the following options are available in your workplace, are those option/s available to both women					

- AND men?

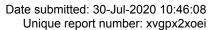
  - flexible hours of work compressed working weeks

  - time-in-lieu telecommuting
  - part-time work job sharing

  - carer's leave purchased leave
  - unpaid leave.

Options may be offered both formally and/or informally.

For example, if time-in-lieu is available to women formally but to men informally, you would select NO.

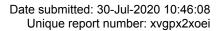






 $\boxtimes$  Yes, the option/s in place are available to both women and men.  $\square$  No, some/all options are not available to both women AND men.

		Managers		Non-managers	
		Formal	Informal	Formal	Informal
	Flexible hours of work	$\boxtimes$	$\boxtimes$	$\boxtimes$	
	Compressed working weeks				
	Time-in-lieu				
	Telecommuting		$\boxtimes$	$\boxtimes$	
	Part-time work				
	Job sharing				
	Carer's leave				
	Purchased leave				
	Unpaid leave				
				_	_
44.4	Other (provide details):	vido odditional inform	action volctions	ro gondor ogus	ality indicato
14.4	☐ Other (provide details):  If your organisation would like to proplease do so below:	vide additional inforn	nation relating t	o gender equa	ality indicato
endei oncer	If your organisation would like to pro	onsultation w the workplac	ith emplo e	yees on	issues
ender oncer s gender cerning (	If your organisation would like to proplease do so below:  r equality indicator 5: Coning gender equality in the equality indicator seeks information on who	onsultation w the workplace at consultation occurs	ith emplo e between employ	<b>yees on</b> ers and employ	<b>issues</b> yees on issue
ender oncer s gender cerning ( Have	If your organisation would like to proplease do so below:  r equality indicator 5: Coning gender equality in the equality in the workplace.  e you consulted with employees on issue	onsultation w the workplace at consultation occurs	ith emplo e between employ er equality in yo	yees on ers and employ ur workplace?	<b>issues</b> yees on issue



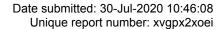




15.2 Who did you consult?

Equity Diversity & Inclusion Committees

	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.					
		equality indicator 6: Sex-based harassment and discrimination					
particip	ation. S	n of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.					
16.	Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?						
		s (select all applicable answers) ☑ Policy ☑ Strategy					
	∐ No	(you may specify why no formal policy or formal strategy is in place)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Included in award/industrial or workplace agreement  Not a priority  Other (provide details):					
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?					
		<ul> <li>Yes</li> <li>No (you may specify why a grievance process is not included)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>					
17.	Do you provide training for all managers on sex-based harassment and discrimination prevention?						
		s - please indicate how often this training is provided:  At induction  At least annually  Every one-to-two years  Every three years or more  Varies across business units  Other (provide details):  (you may specify why this training is not provided)					
		Currently under development, please enter date this is due to be completed					





17.1



r 6.

# **Other**

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)

- 9 x Women in Research Fellowships provided in 2020, building on 7 x Fellowship recipients from 2019. Provides flexible funding for female academics to re-charge their research after a career break or similar equity reason.
- 6 x fully funded PhD Candidate Scholarships targeted/awarded to early career researcher women in STEMM to assist with building pipeline.
- Women in Leadership Program expanded to include both senior academic and senior professional staff.
- Childcare Working Party established to improve current facilities and services for students and staff.
- Improvement in female representation of Head of School roles currently 60% in STEMM and 53% overall.
- Increase in number of female awardees in Alumni awards after successful campaign to increase female nominations.
- Achieved 'best practice status' in 2020 from Australian Breastfeeding Association during Breastfeeding Friendly Workplace Re-accreditation.
- International Women's Day corporate sponsorship at community events and University based events.





# Gender composition proportions in your workplace

# Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- 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 61.3% females and 38.7% males.

# **Promotions**

- 2. 67.1% of employees awarded promotions were women and 32.9% were men
  - i. 62.2% of all manager promotions were awarded to women
  - ii. 71.4% of all non-manager promotions were awarded to women.
- 3. 17.0% of your workforce was part-time and 8.9% of promotions were awarded to part-time employees.

# Resignations

- 4. 65.6% of employees who resigned were women and 34.4% were men
  - i. 44.7% of all managers who resigned were women
  - ii. 68.9% of all non-managers who resigned were women.
- 5. 17.0% of your workforce was part-time and 40.1% of resignations were part-time employees.

# Employees who ceased employment before returning to work from parental leave

- i. 4.4% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. 100.0% 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 Union Community and Public Sector Union CEO sign off confirmation Name of CEO or equivalent: Alex Zelinsky CEO signature: Date: