Australian Government

Workplace
Gender Equality
Agency

2022 - 23 Gender Equality Reporting

Submitted By:

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#Workplace Overview

Policies and Strategies

1. **Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?**

   Recruitment: Yes

   Policy; Strategy

   Retention: Yes
   Policy;Strategy

   Performance management processes: Yes

   Policy; Strategy

   Promotions: Yes.

   Policy; Strategy

   Talent identification/identification of high potentials: YesPolicy

   Succession planning: Yes

   Policy

   Training and development: Yes

   Policy; Strategy

   Key performance indicators for managers relating to gender equality: YesStrategy

2. **Do you have a formal policy and/or formal strategy in place that supports gender equality overall?**

   YesPolicy; Strategy

4. **If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.**

Governing Bodies

Organisation: Flinders University

1.Name of the governing body: University Council

2.Type of the governing body: Council

Number of governing body chair and member by gender:

Chair		
Female (F)	**Male (M)**	**Non-Binary**
0	1	0
Member		
Female (F)	**Male (M)**	**Non-Binary**
6	6	1

4.Formal section policy and/or strategy: Yes

Selected value: Policy

6. Target set to increase the representation of women: No

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?
Yes
Selected value: Policy

2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

#Action on gender equality

Gender Pay Gaps

1. **Do you have a formal policy and/or formal strategy on remuneration generally?**
   Yes
   Policy; Strategy
   1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?
   Yes
   To achieve gender pay equity

2. **What was the snapshot date used for your Workplace Profile?**
   2023-03-31
4. **If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.**

Employer action on pay equality

1. **Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?**
   Yes

   1.1 When was the most recent gender remuneration gap analysis undertaken?
   Within the last 1-2 years

   1.2 Did you take any actions as a result of your gender remuneration gap analysis?
   No

   1.3 What type of gender remuneration gap analysis has been undertaken?

3. **If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.**

Employee Consultation

1. **Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?**
   Yes

   1.1 How did you consult employees?
   Consultative committee or group; Focus groups; Exit interviews; Survey; Performance discussions

   1.2 Who did you consult?
   ALL staff

2. **Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?**
   No
   Other
   Other: Captured in industrially agreed (Enterprise Agreement) consulting obligations

3. **On what date did your organisation share your last year's public reports with employees and shareholders?**
   Employees:

   Shareholder:

4. **Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?**
No

5. **If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below**.

#Flexible Work

Flexible Working

1. **Do you have a formal policy and/or formal strategy on flexible working arrangements?**
Yes
Policy; Strategy

1.1. **Please indicate which of the following are included in your flexible working arrangements strategy or policy:**
A business case for flexibility has been established and endorsed at the leadership level
No
Currently under development

Estimated Completion Date: 2024-06-30

The organisation's approach to flexibility is integrated into client conversations
No
Not aware of the need

Employees are surveyed on whether they have sufficient flexibility
Yes

Employee training is provided throughout the organisation
Yes

The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)
Yes

Flexible working is promoted throughout the organisation
Yes

Targets have been set for engagement in flexible work
No
Not a priority

Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body
Yes

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel
Yes

Leaders are held accountable for improving workplace flexibility
No
Not a priority

Leaders are visible role models of flexible working
Yes

Manager training on flexible working is provided throughout the organisation
Yes

Targets have been set for men's engagement in flexible work
No
Not a priority

Team-based training is provided throughout the organisation
No
Not a priority

Other: No

2. **Do you offer any of the following flexible working options to MANAGERS in your workplace?**
   Carer's leave: Yes

SAME options for women and menFormal options are available; Informal options are available

Compressed working weeks: Yes
SAME options for women and menFormal options are available; Informal options are available

Flexible hours of work: Yes
SAME options for women and menFormal options are available; Informal options are available

Job sharing: Yes
SAME options for women and men

Formal options are available
Part-time work: Yes
SAME options for women and menFormal options are available

Purchased leave: Yes
SAME options for women and menFormal options are available

Remote working/working from home: Yes
SAME options for women and men

Time-in-lieu: Yes
SAME options for women and men

Formal options are available; Informal options are available

Unpaid leave: Yes
SAME options for women and menFormal options are available

3. **Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?**
Yes

5. **Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**
Don't know / Not applicable

7. **If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.**

#Employee Support

Paid Parental leave

1. **Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?**

   Yes, we offer employer funded parental leave using the primary/secondary carer definition

1. **If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.**

Support for carers

1. **Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?**

   Yes

   Policy; Strategy

2. **Do you offer any of the following support mechanisms for employees with family or caring responsibilities?**

   2.1. **Employer subsidised childcare**

   No

   Not a priority

   2.2. **Return to work bonus (only select if this bonus is not the balance of paid parental leave)**

   Yes

   Available at ALL worksites

   2.3. **Breastfeeding facilities**

   Yes

   Available at ALL worksites

   2.4. **Childcare referral services**

   No

   Not a priority

   2.5. **Coaching for employees on returning to work from parental leave**

   No

   Not a priority

   2.6. **Targeted communication mechanisms (e.g. intranet/forums)**

   Yes

   Available at ALL worksites

   2.7. **Internal support networks for parents**

   Yes

   Available at SOME worksites

2.8. Information packs for new parents and/or those with elder care responsibilities

Yes

Available at ALL worksites

2.9. Parenting workshops targeting fathers

No

Not a priority

2.10. Parenting workshops targeting mothers

No

Not a priority

2.11. Referral services to support employees with family and/or caring responsibilities

No

Not a priority

2.12. Support in securing school holiday care

No

Not a priority

2.13. On-site childcare

Yes

Available at SOME worksites

2.14. Other details: No

3. **If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.**

Sexual harassment, harassment on the grounds of sex or discrimination

1. **Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?**
   Yes
   Policy; Strategy

1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?

2. **Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?**
   All Non-Managers
   Yes
   Voluntary question: All Non-Managers

9. **If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.**

Family or domestic violence

1. **Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?**
   Yes
   Policy

2. **Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?**
   A domestic violence clause is in an enterprise agreement or workplace agreement
   Yes

   Confidentiality of matters disclosed
   Yes

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

   Employee assistance program (including access to psychologist, chaplain or counsellor)
   Yes

   Emergency accommodation assistance
   No
   Not a priority

Provision of financial support (e.g. advance bonus payment or advanced pay)

Yes

Flexible working arrangements

Yes

Offer change of office location

Yes

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

Yes

Training of key personnel

No

Not a priority

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

No

Not a priority

Workplace safety planning

Yes

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

Yes

Is the leave period unlimited?

No

  Number of Days:

10

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

No

 Other

Other Details: No need covered in EA

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

No

Other

Provide Details:up to 2 years available (not specified as domestic violence leave)

Access to unpaid leave

No

Other

Provide Details: No need covered in EA

Provide Details: No

2. **If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below**

Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	Managers	17	8	25
			Non-managers	18	13	31
		Fixed-Term Contract	Managers	4		4
			Non-managers	8	6	14
	Part-time	Permanent	Non-managers	8		8
		Fixed-Term Contract	Non-managers	2		2
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	Managers	17	12	29
			Non-managers	94	31	125
		Fixed-Term Contract	Managers	25	13	38
			Non-managers	98	61	159
	Part-time	Permanent	Managers	2		2
			Non-managers	34	4	38
		Fixed-Term Contract	Managers	4	1	5
			Non-managers	130	45	177
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	Managers	11	5	16
			Non-managers	55	25	80
		Fixed-Term Contract	CEO, KMPs, and HOBs	1	1	2
			Managers	18	13	31
			Non-managers	105	57	162
	Part-time	Permanent	Non-managers	11	3	14
		Fixed-Term Contract	Managers	4	3	7
			Non-managers	81	25	106

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	Managers	8	5	13
			Non-managers	56	33	89
		Fixed-Term Contract	CEO, KMPs, and HOBs		1	1
			Managers	13	11	24
			Non-managers	40	21	61
	Part-time	Permanent	Managers	2	2	4
			Non-managers	21	9	30
		Fixed-Term Contract	Managers	3	3	6
			Non-managers	30	9	39
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers	2		2
			Non-managers	35		35
		Fixed-Term Contract	Managers	1		1
			Non-managers	17		17
	Part-time	Permanent	Non-managers	6		6
		Fixed-Term Contract	Non-managers	10		10
	N/A	Casual	Non-managers	1		1
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	Managers		3	3
			Non-managers		10	10
		Fixed-Term Contract	CEO, KMPs, and HOBs		1	1
			Managers		1	1
			Non-managers		3	3
	Part-time	Permanent	Non-managers		1	1
		Fixed-Term Contract	Non-managers	1	5	6

* Total employees includes Non-binary

Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Type	Employment Type	Manager Category	Female	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	Non-managers	3	3
		Fixed-Term Contract	Non-managers	3	3
	Part-time	Permanent	Non-managers	1	1
		Fixed-Term Contract	Non-managers	2	2

* Total employees includes Non-binary

Workplace Profile Table

Industry: Tertiary Education

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	166	144	0	0	310
	Full-time contract	111	80	0	0	191
	Part-time permanent	15	12	0	0	27
	Part-time contract	18	15	0	0	33
	Casual	1	7	0	0	8
Professionals	Full-time permanent	270	185	0	0	455
	Full-time contract	205	151	0	0	356
	Part-time permanent	118	19	0	0	137
	Part-time contract	273	89	0	0	364
	Casual	364	178	0	0	544
Technicians And Trades Workers	Full-time permanent	0	9	0	0	9
Community And Personal Service Workers	Full-time permanent	0	3	0	0	3
Clerical And Administrative Workers	Full-time permanent	210	90	0	0	300
	Full-time contract	100	42	0	0	142
	Part-time permanent	100	12	0	0	112
	Part-time contract	92	8	0	0	100
	Casual	201	88	0	0	294

* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Non-binary

Workplace Profile Table

Industry: Tertiary Education

Manager category	Employment status	No. of employees		
		F	M	Total*
CEO	Full-time contract	0	1	1
KMP	Full-time contract	4	8	12
GM	Full-time permanent	2	2	4
	Full-time contract	28	19	47
	Part-time contract	1	0	1
SM	Full-time permanent	48	63	111
	Full-time contract	27	25	52
	Part-time permanent	4	6	10
	Part-time contract	2	7	9
OM	Full-time permanent	116	79	195
	Full-time contract	52	27	79
	Part-time permanent	11	6	17
	Part-time contract	15	8	23
	Casual	1	7	8

* Total employees includes Non-binary