



Public report

2018-19

Submitted by

Legal Name: Charles Sturt University







Organisation and contact details

Submitting organisation details	Legal name	Charles Sturt University				
	ABN	83878708551				
	ANZSIC	P Education and Training 8102 Higher Education				
	Business/trading name/s					
	ASX code (if applicable)					
	Postal address	Panorama Avenue BATHURST NSW 2795 AUSTRALIA				
	Organisation phone number	63384555				
Reporting structure	Number of employees covered by this report	3,106				





Workplace profile

Manager

Manager occupational categories	Reporting level to CEO	Employment status		No. of employees			
ivianager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees		
		Full-time permanent	0	0	0		
		Full-time contract	0	1	1		
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	0	0	0		
		Full-time contract	2	3	5		
Key management personnel	-1 Part-time permanent 0 Part-time contract 0		0	0			
			0	0	0		
		Casual	0	0	0		
		Full-time permanent	0	0	0		
		Full-time contract	6	5	11		
Other executives/General managers	-2	Part-time permanent	0 0 0				
		Part-time contract	ne permanent 0 0 0 0 0 ne contract 6 5 11 ne permanent 0 0 0 0 0 ne contract 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0				
		Casual	0	0	0		
		Full-time permanent	0	0	0		
	-1	Full-time contract	1	1	2		
		Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	0	0	0		
		Full-time contract	6	6	12		
Senior Managers	-2	Part-time permanent	0	0	0		
		Part-time contract	1	0	1		
		Casual	0	0	0		
		Full-time permanent	1	1	2		
		Full-time contract	8	13	21		
	-3	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
ivianagei occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	0	0
		Full-time contract	8	13	21
	-4	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	0	1
		Full-time contract	0	0	0
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	5	2	7
		Full-time contract	1	2	3
	-2		0	0	0
	Part-time contract 0 Casual 0	0	0		
			0	0	0
		Full-time permanent	23	15	38
	-3	Full-time contract	0	1	1
		Part-time permanent	0	1	1
		Part-time contract	1	0	1
0.1		Casual	0	0	0
Other managers		Full-time permanent	37	21	58
		Full-time contract	8	2	10
	-4	Part-time permanent	1	0	1
		Part-time contract	2	0	2
		Casual	0	0	0
		Full-time permanent	6	6	12
		Full-time contract	0	1	1
	-5	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	2	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	•	•	119	96	215

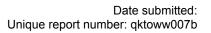




Workplace profile

Non-manager

Non-manager occupational categories	Employment status	No. of employees (excluding gra	duates and apprentices)	No. of graduate	s (if applicable)	No. of apprentice	es (if applicable)	Total employees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	359	352	0	0	0	0	711
	Full-time contract	189	144	0	0	0	0	333
Professionals	Part-time permanent	108	33	0	0	0	0	141
	Part-time contract	98	42	0	0	0	0	140
	Casual	219	102	0	0	0	0	321
	Full-time permanent	33	52	0	0	0	0	85
	Full-time contract	5	5	0	0	0	0	10
Technicians and trade	Part-time permanent	11	2	0	0	0	0	13
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	14	5	0	0	0	0	19
	Full-time contract	0	1	0	0	0	0	1
Community and personal service	Part-time permanent	7	0	0	0	0	0	7
	Part-time contract	2	0	0	0	0	0	2
	Casual	31	0	0	0	0	0	31
	Full-time permanent	230	34	0	0	0	0	264
	Full-time contract	41	16	0	0	0	0	57
Clerical and administrative	Part-time permanent	104	7	0	0	0	0	111
	Part-time contract	43	3	0	0	0	0	46
	Casual	391	141	0	0	0	0	532
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
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	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	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







Non manager assumptional estageries	Employment status	No. of employees (excluding gra	duates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	l otal 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	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	19	27	0	0	0	0	46
	Full-time contract	0	1	0	0	0	0	1
Others	Part-time permanent	16	2	0	0	0	0	18
	Part-time contract	0	0	0	0	0	0	0
	Casual	2	0	0	0	0	0	2
Grand total: all non-managers		1,922	969	0	0	0	0	2,891







Reporting questionnaire

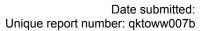
Gender equality indicator 1: Gender composition of workforce

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 2018 to 31 March 2019. (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
	 ✓ Yes (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 ✓ Not a priority
1.2	Retention
	 Yes (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 □ Not a priority
1.3	Performance management processes
	 Yes (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 ☐ Not a priority





Promotions



	 Yes (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 ☐ Not a priority
1.5	Talent identification/identification of high potentials
	 ✓ Yes (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 ☐ Not a priority
1.6	Succession planning
	 Yes (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 ☐ Not a priority
1.7	Training and development
	 Yes (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 □ Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 Yes (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 □ Not a priority
1.9	Gender equality overall
	 ✓ Yes (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





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	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	0	19	17
Permanent/ongoing part-time employees	0	0	1	0
Fixed-term contract full-time employees	0	0	3	4
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

IMPORTANT: promotions need to be added to these totals because they are considered internal appointments.

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	37	25
Number of appointments made to NON-MANAGER roles (including promotions)	359	164

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

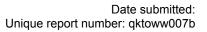
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	12	2	60	42
Permanent/ongoing part-time employees	1	0	26	2
Fixed-term contract full-time employees	13	6	43	34
Fixed-term contract part-time employees	2	0	43	13
Casual employees	0	0	0	0

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

CSU has various policies on Balancing Work, Study and Caring Responsibilities; Breastfeeding; Childcare on Campus; Children in the Workplace; Communicating Without Bias; Family Related Leave; Remote Work; Flexible Working; Allowance for Dependent Care Expenses While travelling on University Business and Recruitment for Targeting Women to Senior positions. In addition, CSU has a range of programs targeting at gender equity, including, but not limited to, Leadership Development for Women and the bi-annual Leadership Development for Women Conference, with a specific presentation stream for the Senior Women's Forum. In December 2018, CSU was successful in achieving the Athena SWAN Bronze Institutional Award, via involvement in the Australian Science in Australia Gender Equity (SAGE) Pilot, with a focus on enhancing gender equity in the areas of science, technology, engineering, mathematics and medicine (STEMM). Also, in September 2018, the Workplace Gender Equity Strategy 2018-2022 was developed and endorsed by Vice-Chancellor Andrew Vann which has a range of actions to improve gender equity at CSU, and is closely aligned with the Athena SWAN Action Plan.

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.

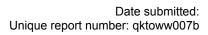






The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

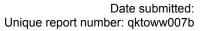
quoot	of directors, trustees, committee of ma on relates to the highest governing boo	anagement, council or other governing dy for your Australian entity, even if it	
2.1	Please answer the following questions Note: If this report covers more than organisation before proceeding to que	one organisation, the questions below estion 2.2.	will be repeated for each
	If your organisation's governing body organisation's name BUT the numeric		
2.1a.1	Organisation name?		
	Charles Sturt University		
2.1b.1	How many Chairs on this governing b	ody?	
		Female	Male
	Number	1	0
	Number	7	6
2.1d.1	☐ Currently under development,☐ Insufficient resources/expertis	s not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comp	n/20% either) leted
	☐ Yes ☐ No (you may specify why a target has ☐ Governing body/board has ge ☐ Currently under development, ☐ Insufficient resources/expertis ☐ Do not have control over gove ☐ Not a priority ☐ Other (provide details): Are you reporting on any other organi	s not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comp e erning body/board appointments (provide	n/20% either) leted
	☐ Yes ☐ No (you may specify why a target has ☐ Governing body/board has ge ☐ Currently under development, ☐ Insufficient resources/expertis ☐ Do not have control over gove ☐ Not a priority ☐ Other (provide details):	s not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comp e erning body/board appointments (provide	n/20% either) leted
	☐ Yes ☐ No (you may specify why a target has ☐ Governing body/board has ge ☐ Currently under development, ☐ Insufficient resources/expertis ☐ Do not have control over gove ☐ Not a priority ☐ Other (provide details): Are you reporting on any other organi ☐ Yes	s not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comp e erning body/board appointments (provide	n/20% either) leted details why):
2.1g.1	☐ Yes ☐ No (you may specify why a target has ☐ Governing body/board has ge ☐ Currently under development, ☐ Insufficient resources/expertis ☐ Do not have control over gove ☐ Not a priority ☐ Other (provide details): Are you reporting on any other organi ☐ Yes ☐ No Do you have a formal selection policy	s not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comp e erning body/board appointments (provide	n/20% either) leted details why):







		 ☐ Insufficient resources/expertise ☐ Do not have control over governing body appointments (provide details why) ☐ Not a priority ☐ Other (provide details):
	2.3	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)?
		☐ Yes ☑ No
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
Gen	der	equality indicator 3: Equal remuneration between women and men
Equal r gender		ration between women and men is a key component of improving women's economic security and progressing ty.
3.	Do yo	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Yes	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 ☐ 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?
		 ✓ Yes (provide details in question 3.2 below) ☐ No (you may specify why pay equity objectives are not included in your formal policy or formal strategy) ☐ Currently under development, please enter date this is due to be completed ☐ Salaries set by awards/industrial or workplace agreements ☐ Insufficient resources/expertise
		☐ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details):
	3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (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):
		Other (provide details): Remuneration is set by the Enterprise Agreement based on a specific classification system. Job evaluation processes are non-discriminatory (applied the position not the incumbent). Salary progression through increments is automatic unless performance is unsatisfactory (managed by another specific process). Academic Promotion procedures and outcomes are reviewed regularly for gender bias with the inclusion of merit relative to

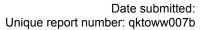






opportunity principles. Analysis of gender salary differentials is undertaken annually and strategies are introduced to address the pay equity gap (such as leadership development for women programs, search plan aimed at attracting qualified women to apply for vacant senior positions).

	you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?
⊠ Ye	s - the most recent gender remuneration gap analysis was 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	Use the (provide details). (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 Insufficient resources/expertise
	Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or cations)
IS roo	Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there im for discretion in pay changes (because pay increases can occur with some discretion such as performance sments)
83363	□ 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).
	Organisation-wide
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	 ✓ Yes – indicate what actions were taken (select all applicable answers) ☐ 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 ☐ 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): Continued to implement strategies such as Leadership Development for Women Program and strategies to increase the proportion of women in the applicant pool for senior management. A specific team within the Athena SWAN Self-Assessment Team are currently working to identify the reasons contributing to the pay gap, including: Undertake gender remuneration analysis at the organisational unit/departmental level consulting staff to understand the personal value placed on part-time employment and examining the effect of starting step on pay gap. A report and recommendations submitted to Equity & Diversity
	Committee which reports directly to the Vice-Chancellor. No (you may specify why no actions were taken resulting from your remuneration gap analysis)
	No unexplainable or unjustifiable gaps identified 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 are paid market rate Unable to address cause/s of gaps (provide details why):
	Not a priority







☐ Other	(provide	details)	
	(pi o viac	uctans,	•

4.2 If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

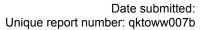
In March 2018, on International Women's Day, it was announced that our Vice Chancellor has become a Pay Equity Ambassador, affirming his commitment to addressing this issue. He continues to reaffirm this to staff on a regular basis.

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.

	ou provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?
time of notices time of paid points.	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 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) by we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please the 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 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) by we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer fund 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 parental leave scheme By paying the employee's 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) by not available (you may specify why this leave is not provided) Currently under development, please enter date this is due to be completed Insufficient 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:

Eligibility period is 40 weeks of continuous service immediately prior to the expected date of birth. Up to 26 weeks' paid leave is available as follows: 6 weeks' paid maternity leave (or 12 weeks at ½ pay) available only







to an employee who gives birth to a child.20 weeks' paid primary carer leave (or 40 weeks at $\frac{1}{2}$ pay) available to an employee who takes on the role of primary carer following the birth or adoption of a child.

What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY

		• 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%
	5.3	Please indicate whether your employer funded paid parental leave for primary carers covers:
		 ☑ Adoption ☑ Surrogacy ☑ Stillbirth
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) c (you may specify why employer funded paid parental leave for secondary carers is not paid) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
	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:
		10
6a.		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.
	Seco	ndary carers are eligible for a total of 8 weeks (paid and 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%

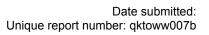


8.

9.



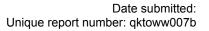
	⊠ 71-6 □ 81-6 □ 91-6	90% 99%								
	□ 100	70								
6.3	Please indica	te whether y	our employe	er funded	paid p	arental le	eave for sec	ondary o	arers covers:	
	✓ Adoption✓ Surrogacy✓ Stillbirth									
	nany MANAGE oyees still on p							aid and/o	r unpaid)? Inclu	ıde
		Pri	mary carer's	leave			Secondar	y carer's	leave	_
		Fema	ale	Male			Female		Male	
Manag	gers	2	(0		0		1		_
7.1	Include emple		n parental le		rdless	of when	it commenc	ed.	d (paid and/or ui	1paid) ?
			Fema	ale	N	Male Fem		nale	Male	
	Non-managers		55		0		2		10	
leave, annua	regardless of Include those Il leave or any	when the lea where pare other paid or loyment' mea	ive commen ntal leave wa r unpaid lead ans anyone	iced? as taken o ve is also	continu taken exited	uously wi at that tir	ith any othe me.	r leave ty	g to work from proper For example reason, includ	e, where
Manag	ners			0		ciliale		0	iviale	_
8.1	parental leaveIncludwhere annual	e, regardless e those wher leave or any ed employme	of when the re parental le other paid ent' means a	e leave co eave was or unpaid inyone wh	mmen taken I leave	ced? continuo is also ta	usly with ar aken at that	y other time.	Fore returning to leave type. For entatever reason,	example,
	Non-managers				1	12	remale		5	
⊠ Yes	u have a forma s (select all app Policy Strategy (you may speci	al policy and	ers)	-	ı flexib	le workin		ents?		







		☐ Not a priority ☐ Other (provide details):
10.	Do yo	ou have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
		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 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 □ No	s (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 ☐ Parenting workshops targeting fathers ☐ Available at some worksites only ☐ Available at all worksites ☐ None 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 □ 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 priority □ 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)
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

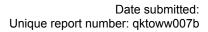
- 1

 - 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.

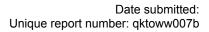






 \boxtimes Yes, the option/s in place are available to both women and men. \square No, some/all options are not available to both women AND men.

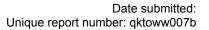
Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing Carer's leave Purchased leave		Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing Carer's leave Purchased leave	Formal Signature Sig	Informal		Informal
Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing Carer's leave Purchased leave Unpaid leave 14.3 You may specify why any of the above options are NOT available to your employees. Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details): 14.4 If your organisation would like to provide additional information relating to gender equality interplease do so below: The favourable results from the CSU Your Voice Staff Survey 2017 relating to flexibility were: CSU he enough flexible work arrangements to meet my needs - 78% I can change my working hours if I need The Your Voice Survey will run again from 20th May 2019 to 7th June 2019 with results being availat August. Gender equality indicator 5: Consultation with employees on issue		Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing Carer's leave Purchased leave				
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s gender equality indicator seeks information on what consultation occurs between employers and employees on	ncern			e .		
cerning gender equality in the workplace.		ning gender equality in	the workplace		ers and employ	ees on issue
	gender e	ning gender equality in	the workplace		ers and employ	ees on issue
Have you consulted with employees on issues concerning gender equality in your workplace?	gender e	ning gender equality in	the workplace		ers and employ	ees on issue
⊠ Yes	gender e erning ge	ning gender equality in equality indicator seeks information on wender equality in the workplace.	the workplace what consultation occurs	between employ		
No (you may specify why you have not consulted with employees on gender equality)	gender e erning ge Have y	ning gender equality in equality in equality indicator seeks information on wender equality in the workplace.	the workplace what consultation occurs	between employ		
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 ☐ Not a priority ☐ Other (provide details): 15.1 How did you consult with employees on issues concerning gender equality in your workplace 	gender e erning ge Have <u>y</u> \textstyle \textstyle Yes	ring gender equality in equality indicator seeks information on wender equality in the workplace. You consulted with employees on issets (you may specify why you have not consulted (provide details why): Insufficient resources/expertise Not a priority Other (provide details): How did you consult with employees	the workplace what consultation occurs of the sues concerning gendernsulted with employees of	between employ e r equality in yo on gender equali	ur workplace? ty)	
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		☐ Performance discussions ☐ Other (provide details):
	15.2	Who did you consult?
		 All staff
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
		The favourable results from the CSU Your Voice Staff Survey 2017 relating to gender equality were: My immediate supervisor genuinely supports gender equality - 86% / Sexual harassment is not tolerated at CSU - 88% / CSU has systems, programs and/or practices in place to prevent gender discrimination - 79% / Individuals of all genders are recognised equally for their contribution - 75% / CSU is committed to achieving a gender diverse workforce - 77%. The Your Voice Survey will run again from 20th May 2019 to 7th June 2019 with results available mid-August.
Ger	nder	equality indicator 6: Sex-based harassment and discrimination
partici	pation.	on 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 yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	⊠ Ye	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?
		 ✓ Yes ☐ No (you may specify why a grievance process is not included) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):
17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
	⊠ Ye	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):
	The Division of Human Resources provides specific training on request around respectful and positive workplace
	behavior and communication. Included within this training is the legislation and organisational procedures for
	harassment and discrimination prevention.
☐ No	(you may specify why this training is not provided)
	Currently under development, please enter date this is due to be completed
	☐ Insufficient resources/expertise
	□ Not a priority
	Other (provide details):
17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:
	Charles Sturt University has committed to adopting all the Human Rights Commission's recommendations
	based on the 'Change The Course: National Report on Sexual Assault and Sexual Harassment at Australian Universities' released in August 2017.

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.)

CSU is proud of its achievements in relation to gender equality, especially after the achievements during 2018. These include, but are not limited to: constant review of relevant policies and procedures to eliminate bias and ensure inclusiveness; Programs created and implemented aimed at reducing discrimination and promoting inclusivity, such as the Ally program, Racism: It Stops with Me, Courageous Conversations training and the Respect. Now. Always. Campaign; Successful application submitted for the Athena SWAN Bronze Institutional Award, via involvement in the Australian Science in Australia Gender Equity (SAGE) Pilot; Generous flexible working arrangements, parental leave, carers leave and domestic violence provisions included within the Enterprise Agreement; Continuous improvements made in the representation of senior women in the institution; Vice Chancellor becoming a Pay Equity Ambassador in March 2018; Successful application to become a Workplace Gender Equality Agency Employer of Choice; Endorsement of the Workplace Gender Equity Strategy 2018-2022; development and implementing of Unconscious Bias and Inclusivity Training; Domestic violence provision above the National standard contained within the Enterprise Agreement and further implementation of domestic violence training for staff. During 2019, CSU will continue to work on the 66 action items contained within the Workplace Gender Equity Strategy 2018-2022 and the Athena SWAN Action Plan.





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 65.7% females and 34.3% males.

Promotions

- 2. 52.3% of employees awarded promotions were women and 47.7% were men
 - 0.0% of all manager promotions were awarded to women
 - ii. 52.3% of all non-manager promotions were awarded to women.
- 3. 15.6% of your workforce was part-time and 2.3% of promotions were awarded to part-time employees.

Resignations

- 4. 66.9% of employees who resigned were women and 33.1% were men
 - i. 77.8% of all managers who resigned were women
 - ii. 65.4% of all non-managers who resigned were women.
- 15.6% of your workforce was part-time and 29.1% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- i. 20.3% of all women who utilised parental leave ceased employment before returning to work
- ii. 45.5% 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. 70.6% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access List of employee organisations: CPSU, NTEU and United Voice CEO sign off confirmation Name of CEO or equivalent: Vice Chancellor Professor Andrew Vann CEO signature: Date: 29 July 2019