



Public report

2017-18

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	(02) 6338 4000			
Reporting structure	Number of employees covered by this report	3,083			





Workplace profile

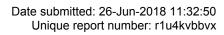
Manager

Managaraagunatianal astagariaa	Deporting level to CEO	Considerate and address		No. of employees			
Manager occupational categories	Reporting level to CEO	Employment status	F	M	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	3	2	5		
Key management personnel	-1	Part-time permanent	0	0	0		
Other executives/General managers		Part-time contract 0 0 0 Casual 0 0 0 Full-time permanent 0 0 0 Full-time contract 7 4 11					
		Casual	0	0	0		
		Full-time permanent	0	0	0		
			7	4	11		
	-2	Part-time permanent	0 0 0		0		
		Part-time contract	0	0	0 0 0 5 0 0 0 0 11 0 0 0 0 0 0 0 0 0 0 0		
		Casual	0	0	0		
		Full-time permanent	0	0	0		
	-1	Part-time permanent	0	0	0		
		0					
		Casual	0	0	0		
		Full-time permanent	0	0	0		
		Full-time contract	7	9	16		
Senior Managers	-2	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
		Full-time permanent	1	1	2		
		Full-time contract	7	9	16		
	-3	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		





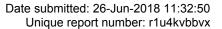
Managanasanatianalastagania	Deporting level to CEO	Faralla in and atativa		No. of employees		
Manager occupational categories	Reporting level to CEO	Employment status	F	M	Total employees	
		Full-time permanent	2	0	2	
		Full-time contract	6	13	19	
	-4	Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	1	0	1	
		Full-time contract	1	1	2	
	-5	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	-1 Part-time permanent 0 0 Part-time contract 0 0				
		Casual	0	0	0	
		Full-time permanent	2	2	4	
	Full-time contract 1 3		4			
	-2 Part-time permanent 0 0			0		
		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	25	17	42	
		Full-time contract	4	2	6	
Other managers	-3	Part-time permanent	1	0	1	
Other managers		Part-time contract	0	0	0	
		Casual	0	0	0	
		Full-time permanent	31	22	53	
		Full-time contract	9	2	11	
	-4	Part-time permanent	1	0	1	
		Part-time contract	4	0	4	
		Casual	0	0	0	
		Full-time permanent	11	9	20	
		Full-time contract	0	2	2	
	-5	Part-time permanent	1	0	1	
		Part-time contract	1	0	1	
		Casual	0	0	0	
	-6	Full-time permanent	1	3	4	







Managar acquirational actorories	Deporting level to CEO	Employment status		No. of employees		
Manager occupational categories	Reporting level to CEO	Employment status	F M		Total employees	
		Full-time contract	0	0	0	
		Part-time permanent	0	0	0	
		Part-time contract	0	0	0	
		Casual	0	0	0	
Grand total: all managers	and total: all managers				233	



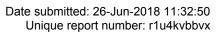




Workplace profile

Non-manager

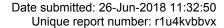
Non manager accumptional estagerica	Employment status	No. of employees (excluding gra	duates and apprentices)	No. of graduate	s (if applicable)	No. of apprentic	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
Professionals	Full-time permanent	349	368	0	0	0	0	717
	Full-time contract	167	130	0	0	0	0	297
	Part-time permanent	103	24	0	0	0	0	127
	Part-time contract	90	36	0	0	0	0	126
	Casual	288	123	0	0	0	0	411
	Full-time permanent	34	42	0	0	0	0	76
	Full-time contract	1	0	0	0	0	0	1
Technicians and trade	Part-time permanent	7	1	0	0	0	0	8
	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
Community and personal service	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	250	42	0	0	0	0	292
	Full-time contract	39	17	0	0	0	0	56
Clerical and administrative	Part-time permanent	113	6	0	0	0	0	119
	Part-time contract	38	2	0	0	0	0	40
	Casual	368	124	0	0	0	0	492
	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
· · · · · •	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 equipational estegaries	Employment status	No. of employees (excluding gra	duates 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	M	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	0	0	0	0	0	0	0
	Part-time contract	0	0	0 0 0 0 0 0 0 0 0	0			
	Casual	0	0	0	0	0	0	0
	Full-time permanent	32	28	0	0	0	0	60
	Full-time contract	0	1	0	0	0	0	1
Others	Part-time permanent	20	2	0	0	0	0	0 0 0 0 0
	Part-time contract	4	0	0	0	0	0	4
	Casual	1	0	0	0	0	0	1
Grand total: all non-managers		1,904	946	0	0	0	0	2,850







Reporting questionnaire

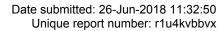
Gender equality indicator 1: Gender composition of workforce

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 2017 to 31 March 2018. (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?

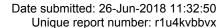
1.1	Recruitment
	 ✓ Yes (select all applicable answers) ✓ Policy ✓ Strategy ✓ No (you may specify why no formal policy or formal strategy is in place) ✓ Currently under development, please enter date this is due to be completed ✓ Insufficient resources/expertise ✓ Not a priority
1.2	Retention
	 Yes (select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







1.4	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 This issue is under consideration in the development of the Gender Equity Strategy, with expected date of completion 09/18 □ 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







	Gender Equity Strategy is currently under development, with a draft completed, to be endorsed by end of
	2018
] [Insufficient resources/expertise
1 [Not a priority

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 Female Male		nagers
	Female			Male
Permanent/ongoing full-time employees	0	1	26	10
Permanent/ongoing part-time employees	0	0	5	1
Fixed-term contract full-time employees	0	0	1	1
Fixed-term contract part-time employees	0	0	1	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)	28	16
Number of appointments made to NON-MANAGER roles (including promotions)	365	171

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

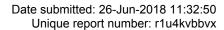
	Mana	gers	Non-ma	nagers
	Female	Female Male		Male
Permanent/ongoing full-time employees	3	5	51	43
Permanent/ongoing part-time employees	0	0	20	6
Fixed-term contract full-time employees	5	1	37	24
Fixed-term contract part-time employees	5	1	39	11
Casual employees	0	0	0	0

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, bi-annual Leadership Development for Women Conference, with a specific presentation stream for the Senior Women's Forum, and 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).

Gender equality indicator 2: Gender composition of governing bodies

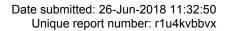






Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant 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.

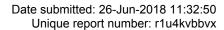
2.1	Please answer the following			_	•
	Note: If this report covers organisation before proceed	more than one organisati eding to question 2.2.	on, the question	s below will be	repeated for each
	If your organisation's gove organisation's name BUT t				
2.1a.1	Organisation name?				
	Charles Sturt University				
2.1b.1	I How many Chairs on this g	governing body?			
			Female		Male
2.1c.1	Number How many other members	are on this governing bo		0 e Chair/s)?	Male
2.1c.1			dy (excluding the	-	Male
	Number Has a target been set to inc Yes No (you may specify why Governing body/b Currently under de	are on this governing bo 9 crease the representation a target has not been set) oard has gender balance (evelopment, please enter deces/expertise follower governing body/board	Female of women on the e.g. 40% women/ate this is due to leave the second control of th	e Chair/s)? 6 is governing b 40% men/20% e be completed	ody? bither)
2.1d.1	Number Has a target been set to inc Yes No (you may specify why Governing body/b Currently under de Insufficient resour Do not have contr	are on this governing bo g crease the representation a target has not been set) oard has gender balance (evelopment, please enter deces/expertise follower governing body/boattails):	Female of women on the e.g. 40% women/ate this is due to lard appointments	e Chair/s)? 6 is governing b 40% men/20% e be completed	ody? bither)







		☐ In place for some governing bodies ☐ Currently under development, please enter date this is due to be completed ☐ 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.
		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 y.
3.	Do you	a have a formal policy and/or formal strategy on remuneration generally?
	⊠ Yes	(select all applicable answers) ☑ Policy
	□ 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): Remuneration is set by the Enterprise Agreement based on a specific classification system. job evaluation processes are non-discriminatory (applied the 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. Analysis of gender salary differentials is undertaken annually and strategies are introduced to address the pay equuity gap (such as leadershuip development for women programs, search plan aimed at attracting qualified women to apply for vacant senior positions).
		ou analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. cted a gender pay gap analysis)?
	⊠ Yes	- 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	(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
room fo	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)
	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)
assess	☐ 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).
	A like-for-like and an organisational wide gender remuneration gap analysis was conducted within the last 12 months, which highlighted a range of complex causes that contribute to the current pay gap.
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. We have submitted the
	Athena SWAN SAGE bronze award pilot scheme, and a key working group to develop a gender equity strategy. The Self-Assessment Team (SAT), as part of the Athena SWAN action plan, will undertake
	research to identify, report and recommend actions on the complexity and causes of the issues
	contributing to the gender pay gap.
	 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):
4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:
	pica3c uu 30 pci01/.

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.

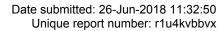




Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

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.		RIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having er responsibility for the day-to-day care of a child.				
		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 indications of time of paid p	Is. (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 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) on, 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 or half pay for 24 weeks or primary carers that is available to men ONLY. (Please indicate how employer funded 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 over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks or hal				
	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:				
		2				
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.					
	Up to 6 wee 20 we availa	ility period is 40 weeks of continuous service immediately prior to the expected date of birth. 26 weeks' paid leave is available as follows: eks' paid maternity leave (or 12 weeks at ½ pay) available only to an employee who gives birth to a child. eeks' paid primary carer leave (or 40 weeks at ½ pay) ble to an employee who takes on the role of primary carer ing the birth or adoption of a child.				
	5.2	What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS? • In your calculation, you MUST INCLUDE CASUALS when working out the proportion. □ <10%				



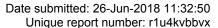




		☐ 10-20% ☐ 21-30% ☐ 31-40% ☐ 41-50% ☐ 51-60% ☐ 61-70% ☑ 71-80% ☐ 81-90% ☐ 91-99% ☐ 100%
6.		CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the cy carer.
		u provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and n, in 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 (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.		organisation would like to provide additional information on your paid parental leave for SECONDARY RS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	Secon	dary 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%

7.	How many 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
Managers	2	0	0	0







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	48	3	1	16

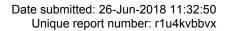
- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid 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	4	0

9.	Do you have a formal policy and/or formal strategy on flexible working arrangements?
	 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 □ Don't offer flexible arrangements □ Not a priority □ Other (provide details):
10.	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	 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 agreement □ Not a priority □ Other (provide details):
11.	Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?
	 ✓ Yes ☐ No (you may specify why non-leave based measures are not in place)

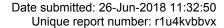






	Currently under development, please enter date this is due to be completed
	Insufficient resources/expertise
	Not a priority
	Other (provide details):
44.4	Disease select what arrows we show it we have and if they are smalled at all weaksites
11.1	Please select what support mechanisms are in place and if they are available at all worksites. • Where only one worksite exists, for example a head-office, select "Available at all worksites".
	where only one worksite exists, for example a nead-onice, select. Available at all worksites.
	☐ Employer subsidised childcare
	Available at some worksites only
	☐ Available at some worksites
	☐ // Validable at all Worksites ☐ On-site childcare
	☐ Available at some worksites only
	Available at some worksites
	☐ Reastfeeding facilities
	☐ Available at some worksites only
	Available at some worksites
	Childcare referral services
	Available at some worksites only
	Available at all worksites
	☐ Internal support networks for parents
	Available at some worksites only
	Available at all worksites
	Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave
	when an employee returns from leave)
	☐ Available at some worksites only
	☐ Available at all worksites
	☐ Information packs to support new parents and/or those with elder care responsibilities
	☐ Available at some worksites only
	☑ Available at all worksites
	Referral services to support employees with family and/or caring responsibilities
	☐ Available at some worksites only
	🖂 Available at all worksites
	☑ Targeted communication mechanisms, for example intranet/ forums
	Available at some worksites only
	☐ Available at all worksites
	Support in securing school holiday care
	Available at some worksites only
	Available at all worksites
	Coaching for employees on returning to work from parental leave
	Available at some worksites only
	Available at all worksites
	Parenting workshops targeting mothers
	Available at some worksites only
	☐ Available at all worksites
	Parenting workshops targeting fathers
	☐ Available at some worksites only ☐ Available at all worksites
	None of the above, please complete question 11.2 below
	into the above, please complete question 11.2 below
Da	
violen	u have a formal policy and/or formal strategy to support employees who are experiencing family or domestic
VIOLETT	ce:
⊠ 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 agreements
	☐ Not aware of the need
	Not a priority
	Other (please provide details):

12.







3.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to suppor
	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
oxtimes 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 paid domestic violence leave (not contained in an enterprise/workplace agreement)
☐ Confidentiality of matters disclosed
☑ Referral of employees to appropriate domestic violence support services for expert advice
oxtimes Protection from any adverse action or discrimination based on the disclosure of domestic violence
☐ Provision of financial support (e.g. advance bonus payment or advanced pay)
☑ Offer change of office location
☐ Emergency accommodation assistance
Access to medical services (e.g. doctor or nurse)
Other (provide details):
☐ No (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):
Where any of the following options are available in your workplace, are those option/s available to both w
AND man?

14. women

- 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.

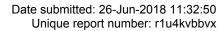
For example, if time-in-lieu is available to women formally but to men informally, you would select NO.

\boxtimes	Yes,	the c	ption/s	in pla	ice ar	e avai	ilable t	o both	women	and	men
	No. s	some	/all opti	ions a	re not	avail	able to	both v	women .	AND	men

14.1 Which options from the list below are available? Please tick the related checkboxes.

Unticked checkboxes mean this option is NOT available to your employees.

Man	agers	Non-managers	
Formal	Informal	Formal	Informal
\boxtimes	\boxtimes	\boxtimes	
\boxtimes	\boxtimes	\boxtimes	\boxtimes
\boxtimes	\boxtimes	\boxtimes	
		\boxtimes	
\boxtimes		\boxtimes	
	Formal		Formal Informal Formal □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □



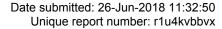


14.3



		☐ 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 indicator 4 please do so below:					
		The favourable results from the CSU Your Voice Staff Survey 2017 relating to flexibility were: CSU has enough flexible work arrangements to meet my needs - 78% I can change my working hours if I need to - 71% I have a say about my work conditions - 61%					
		equality indicator 5: Consultation with employees on issues ing gender equality in the workplace					
		quality indicator seeks information on what consultation occurs between employers and employees on issues nder equality in the workplace.					
15.	Have y	you consulted with employees on issues concerning gender equality in your workplace?					
	⊠ Yes	(you may specify why you have not consulted with employees on gender equality) Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details):					
	15.1	How did you consult with employees on issues concerning gender equality in your workplace?					
		Survey □ Consultative committee or group □ Focus groups □ Exit interviews □ Performance discussions □ Other (provide details):					
	15.2	Who did you consult?					
	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%					

You may specify why any of the above options are NOT available to your employees.





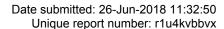


CSU has systems, programs and/or practices in place to prevent gender discrimination - 79% Individuals of all genders are recognised equally for their contribution - 75% CSU is committed to achieving a gender diverse workforce - 77%

Gender equality indicator 6: Sex-based harassment and discrimination

The prevention of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace participation. Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy and whether training 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?
		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):
	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?
		s - please indicate how often this training is provided:
	∐ 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.







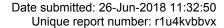
Other

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. 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; 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.

During the next reporting period, CSU is looking forward to; Developing and implementing inclusivity training, focused on unconscious bias; Endorsement of a University wide Gender Equity Strategy; Actions undertaken to reduce the gender pay gap; Further development and implementation of domestic violence training.







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 65.9% females and 34.1% males.

Promotions

- 2. 71.7% of employees awarded promotions were women and 28.3% were men
 - 0.0% of all manager promotions were awarded to women
 - ii. 73.3% of all non-manager promotions were awarded to women.
- 3. 14.7% of your workforce was part-time and 15.2% of promotions were awarded to part-time employees.

Resignations

- 4. 63.7% of employees who resigned were women and 36.3% were men
 - i. 65.0% of all managers who resigned were women
 - ii. 63.6% of all non-managers who resigned were women.
- 5. 14.7% of your workforce was part-time and 32.7% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- 7.8% 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: CPSU NTEU United Voice CEO sign off confirmation Name of CEO or equivalent: Vice Chancellor Professor Andrew Vann CEO signature: Date: 28 June 2018