



# Public report

2016-17

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	2,983			





# Workplace profile

# Manager

Managar acquirational estagarias	Departing level to CEO	Employment status		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	2	3	5
Key management personnel	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-2	Full-time permanent	0	0	0
		Full-time contract	8	3	11
Other executives/General managers		Part-time permanent	0	0	0
		Part-time contract	2	0	2
		Casual	0	0	0
		Full-time permanent	2	3	5
		Full-time contract	19	33	52
Senior Managers	-3	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	70	52	122
		Full-time contract	11	7	18
Other managers	-4	Part-time permanent	1	0	1
		Part-time contract	7	1	8
		Casual	0	0	0
Grand total: all managers			122	103	225

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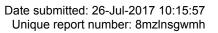


# Workplace profile

# Non-manager

Non manager accumptional estagerica	Employment status	No. of employees (excluding gra	duates and apprentices)	No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
Non-manager occupational categories	Employment status	F	M	F	М	F	M	Total employees
	Full-time permanent	366	384	0	0	0	0	750
	Full-time contract	126	104	0	0	0	0	230
Professionals	Part-time permanent	95	28	0	0	0	0	123
	Part-time contract	70	44	0	0	0	0	114
	Casual	205	103	0	0	0	0	308
	Full-time permanent	33	43	0	0	0	0	76
	Full-time contract	0	1	0	0	0	0	1
Technicians and trade	Part-time permanent	8	2	0	0	0	0	10
	Part-time contract	1	0	0	0	0	0	1
	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	274	43	0	0	0	0	317
	Full-time contract	37	16	0	0	0	0	53
Clerical and administrative	Part-time permanent	122	8	0	0	0	0	130
	Part-time contract	37	3	0	0	0	0	40
	Casual	378	138	0	0	0	0	516
	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

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Non manager equipational 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	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
	Casual	0	0	0	0	0	0	0
	Full-time permanent	32	25	0	0	0	0	57
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	22	1	0	0	0	0	23
	Part-time contract	5	0	0	0	0	0	5
	Casual	4	0	0	0	0	0	4
Grand total: all non-managers		1,815	943	0	0	0	0	2,758

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# Reporting questionnaire

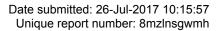
# Gender equality indicator 1: Gender composition of workforce

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 means 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 2016 to 31 March 2017. (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
	<ul> <li>Yes (select all applicable answers)</li> <li>☑ Policy</li> <li>☐ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.5	Talent identification/identification of high potentials
	<ul> <li>Yes (select all applicable answers)</li> <li>☐ Policy</li> <li>☐ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.6	Succession planning
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>□ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> </ul>
1.7	Training and development
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>□ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> </ul>
1.8	Key performance indicators for managers relating to gender equality
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>☑ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☑ Currently under development, please enter date this is due to be completed         This issue will be under consideration in the development of a Gender Equity Strategy. Likely date or completion of this is 6/2019     □ Insufficient resources/expertise     □ Not a priority     </li> </ul>
1.9	Gender equality overall
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>☐ Policy</li> <li>✓ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> </ul>





☐ Not a priority

1.10 How many new appointments were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)? IMPORTANT: this should incorporate appointments from both external and internal sources (including all promotions).

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	32	17
Number of appointments made to NON-MANAGER roles (including promotions)	340	152

1.11 How many employees were promoted during the reporting period against each category below?

IMPORTANT: Because promotions are included in the number of appointments in Q1.10, the number of promotions should never exceed appointments.

	Mana	Managers		nagers
	Female Male Femal		Female	Male
Permanent/ongoing full-time employees	0	0	19	13
Permanent/ongoing part-time employees	0	0	1	0
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

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

	Man	Managers		nagers
	Female Male I		Female	Male
Permanent/ongoing full-time employees	9	4	36	36
Permanent/ongoing part-time employees	1	0	14	4
Fixed-term contract full-time employees	3	5	51	19
Fixed-term contract part-time employees	4	0	37	12
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.

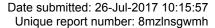
CSU has policies on Balancing Work, Study, Caring and Family Responsibilities; Breastfeeding; Childcare on Campus; Children in the Workplace; Communicating without Bias; Family Related Leave; Remote Work; Flexible Working; Allowance for Dependent Care Expenses While Travelling on University Business; Recruitment Guidelines for Targeting Women to

Senior Positions and programs and strategies that include, Leadership for Women Entry Level Program and biennial conference and Steering Committee; Senior Women's Forum; Athena Swan Pilot

# Gender equality indicator 2: Gender composition of governing bodies

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

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





2.1



	Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.						
	If your organisation's governing body organisation's name BUT the numerical						
2.1a.1	Organisation name?						
	Charles Sturt University						
2.1b.1	How many Chairs on this governing bo	ody?					
		Female	Male				
	Number	1	0				
2.1c.1	How many other members are on this governing body (excluding the Chair/s)?						
		Female	Male				
	Number	8	5				
	☐ Currently under development,☐ Insufficient resources/expertise	not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be compl	n/20% either) leted				
2.1g.1	Are you reporting on any other organis	sations in this report?					
2.2	Do you have a formal selection policy organisations covered in this report?   Yes (select all applicable answers) Policy Strategy	and/or formal selection strategy for go	overning body members for AL				
	☐ No (you may specify why no formal se	election policy or formal selection strategy	y is in place)				

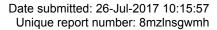
Please answer the following questions relating to each governing body covered in this report.

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)?

☐ 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):







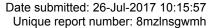
	Yes
$\boxtimes$	No

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

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

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

	⊠ 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
	☐ Salaries set by awards/industrial or workplace agreements
	☐ Non-award employees paid market rate
	☐ Not a priority ☐ Other (provide details):
	Utilei (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)
	<ul> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Salaries set by awards/industrial or workplace agreements</li> </ul>
	☐ Insufficient resources/expertise
	Non-award employees paid market rate
	<ul><li>☐ Not a priority</li><li>☑ Other (provide details):</li></ul>
	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).
4.	Have you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e.
<b>4</b> .	conducted 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)
	<ul> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> </ul>
	☐ Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no
	room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or
	qualifications)







	☐ Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there in for discretion in pay changes (because pay increases can occur with some discretion such as performance sments) ☐ Non-award employees paid market rate ☐ Not a priority ☐ Other (provide details):
4.01	You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide).
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	☐ 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
	<ul> <li>☑ Implemented other changes (provide details):         Set targets in Key University plans. Continued to implement strategies such as leadership for women program and strategies to increase the proportion of women in the applicant pool for senior management. We also continuing with the Athena SWAN SAGE bronze award pilot scheme.</li> <li>☐ No (you may specify why no actions were taken resulting from your remuneration gap analysis)</li> <li>☐ No unexplainable or unjustifiable gaps identified</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Salaries set by awards/industrial or workplace agreements</li> <li>☐ Non-award employees are paid market rate</li> <li>☐ Unable to address cause/s of gaps (provide details why):</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>
4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

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

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





	RIMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as havi 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	s. (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 or 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), we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please te 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), we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer fundarental 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  As a lump sum payment (paid pay for 12 weeks or half pay for 24 weeks).
□ No	<ul> <li>As a lump sum payment (paid pre- or post- parental leave, or a combination)</li> <li>not available (you may specify why this leave is not provided)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Government scheme is sufficient</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>
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:
	2
carer	r organisation would like to provide additional information on your paid parental leave for primary s e.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below.
birth is	aployee who has more than forty (40) weeks continuous service immediately prior to the expected date of sentitled to paid parental leave. The employee is entitled to six (6) weeks paid maternity leave and y (20) weeks paid primary carer parental leave.
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%   61-70%   81-90%   91-99%   100%
A "SE	CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ary carer.

Do you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and women, in addition to any government funded parental leave scheme for secondary carers?



M V--

6a.



☐ 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:
	10
	r 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.
6.2	What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS?
	In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
	☐ <10% ☐ 10-20% ☐ 21-30% ☐ 31-40% ☐ 41-50% ☐ 51-60% ☐ 61-70% ☑ 71-80% ☐ 81-90% ☐ 91-99% ☐ 100%

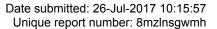
7. How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary care	r's leave
	Female	Male	Female	Male
Managers	2	1	0	2

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 of	Primary carer's leave		arer's leave
	Female	Male	Female	Male
Non-managers	59	2	0	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.





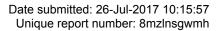


	Females	Males
Managers	0	0

- 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	5	8
	Do yo	ou have a formal policy and/or formal strategy on flex	ible working arrangements?	
	⊠ Ye	es (select all applicable answers)		
	□ No	☐ Strategy of (you may specify why no formal policy or formal strategy) ☐ Currently under development, please enter date this ☐ Insufficient resources/expertise ☐ Don't offer flexible arrangements ☐ Not a priority ☐ Other (provide details):		
).	Do yo	ou have a formal policy and/or formal strategy to sup	port employees with family or	caring responsibilities?
	⊠ Ye	es (select all applicable answers)  ☐ Policy ☐ Strategy		
	□ No	□ Ottalegy  o (you may specify why no formal policy or formal strategy □ Currently under development, please enter date this □ Insufficient resources/expertise □ Included in award/industrial or workplace agreemen □ Not a priority □ Other (provide details):	s is due to be completed	
		ou offer any other support mechanisms, other than le imployer-subsidised childcare, breastfeeding facilitie		ι or caring responsibiliti
	⊠ Ye	29		
		o (you may specify why non-leave based measures are no Currently under development, please enter date this Insufficient resources/expertise Not a priority Other (provide details):		
		_ other (provide details).		
	11.1	Please select what support mechanisms are in plac  Where only one worksite exists, for example		
		☐ Employer subsidised childcare ☐ Available at some worksites only ☐ Available at all worksites		
		<ul> <li>☐ Available at all worksites</li> <li>☐ On-site childcare</li> <li>☐ Available at some worksites only</li> <li>☐ Available at all worksites</li> </ul>		







	Available at all worksites   Childcare referral services   Available at some worksites only   Available at all worksites   Internal support networks for parents   Available at all worksites only   Available at all worksites only   Available at all 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 all worksites   Support in securing school holiday care   Available at all worksites only   Available at all worksites only   Available at some worksites only   Available at some worksites only   Available at all worksites   Parenting workshops targeting mothers   Available at some worksites only   Available at some worksites only   Available at some worksites only   Available at all worksites   Parenting workshops targeting mothers   Available at some worksites only   Available at all worksites   Available at all worksites   Available at some worksites only   Available at all worksites   Available at some worksites only   Available at some worksites
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)
	<ul> <li>☑ Policy</li> <li>☐ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Included in award/industrial or workplace agreements</li> <li>☐ Not aware of the need</li> <li>☐ Not a priority</li> <li>☐ Other (please provide details):</li> </ul>
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?
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>☑ Employee assistance program (including access to a psychologist, chaplain or counsellor)</li> <li>☐ Training of key personnel</li> <li>☑ A domestic violence clause is in an enterprise agreement or workplace agreement</li> <li>☐ Workplace safety planning</li> <li>☑ Access to paid domestic violence leave (contained in an enterprise/workplace agreement)</li> <li>☑ Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)</li> <li>☐ Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)</li> <li>☑ Access to unpaid leave</li> <li>☑ Confidentiality of matters disclosed</li> <li>☑ Referral of employees to appropriate domestic violence support services for expert advice</li> <li>☑ Protection from any adverse action or discrimination based on the disclosure of domestic violence</li> <li>☑ Flexible working arrangements</li> </ul>



14.



□No	<ul> <li>□ Provision of financial support (e.g. advance bonus payment or advanced pay)</li> <li>□ Offer change of office location</li> <li>□ Emergency accommodation assistance</li> <li>☑ Access to medical services (e.g. doctor or nurse)</li> <li>☑ Other (provide details):</li> <li>Website on the Division of Human Resources website that provides resources for employees, employers and unions</li> <li>No (you may specify why no other support mechanisms are in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not aware of the need</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>				
AND I	e any of the following options are available in men?  flexible hours of work compressed working weeks time-in-lieu telecommuting part-time work job sharing carer's leave purchased leave unpaid leave. ns may be offered both formally and/or inform cample, if time-in-lieu is available to women for s, the option/s in place are available to both women, some/all options are not available to both women.	nally. ormally but to i en and men. en AND men.	men informally,	you would sel eckboxes.	
17.1	Unticked checkboxes mean this optic		lable to your em	ployees.	
1-7.1		on is NOT avail			anagore
14.1		on is NOT avail	agers	Non-ma	anagers Informal
14.1	Unticked checkboxes mean this option	on is NOT avail  Man  Formal	agers Informal	Non-ma	Informal
19.1	Unticked checkboxes mean this option  Flexible hours of work	Man Formal	agers Informal	Non-ma Formal	Informal
13.1	Unticked checkboxes mean this option  Flexible hours of work  Compressed working weeks	Man Formal	agers Informal	Non-ma Formal	Informal
13.1	Flexible hours of work Compressed working weeks Time-in-lieu	Man Formal	agers Informal	Non-ma Formal	Informal
13.1	Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting	Man Formal	agers Informal	Non-ma Formal	Informal
17.1	Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting Part-time work	Man Formal	agers  Informal	Non-ma Formal	Informal
17.1	Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting	Man Formal	agers Informal	Non-ma Formal	Informal
14.1	Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing	Man Formal	agers  Informal	Non-ma Formal	Informal  Informal
17.1	Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing Carer's leave	Man Formal	agers Informal	Non-ma Formal	Informal
14.3	Flexible hours of work Compressed working weeks Time-in-lieu Telecommuting Part-time work Job sharing Carer's leave Purchased leave	Man Formal  S S S S S S S S S S S S S S S S S S	agers  Informal	Non-ma Formal	Informal  Informal

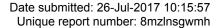




# Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.

15.	Have	you consulted with employees on issues concerning gender equality in your workplace?
	⊠ Ye □ No	(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?
		<ul> <li>All staff</li> <li>Women only</li> <li>Men only</li> <li>Human resources managers</li> <li>Management</li> <li>Employee representative group(s)</li> <li>Diversity committee or equivalent</li> <li>Women and men who have resigned while on parental leave</li> <li>Other (provide details):</li> </ul>
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
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 strateg 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?
		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?
		<ul> <li>Yes</li> <li>No (you may specify why a grievance process is not included)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>
17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
		s - please indicate how often this training is provided:  At induction  At least annually  Every one-to-two years  Every three years or more  Varies across business units  Other (provide details):  We provide specific training to business areas on request on positive and respectful workplace behavior that includes legislation and organisational procedures for harassment and discrimination prevention.  (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:

# 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 Gender Equality. In particular policies in the area of promotion and appointment to the university council have been very successful in achieving substantial improvements in the representation of women in the senior rank of the institution.

Likewise our generous primary carers leave arrangements mean that after a qualifying period of 40 weeks, primary carer's leave of up to 20 weeks is available on full pay to all on going and fixed term staff.





# 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 64.9% females and 35.1% males.

# **Promotions**

- 2. 60.6% of employees awarded promotions were women and 39.4% were men
  - i. 0.0% of all manager promotions were awarded to women
  - ii. 60.6% of all non-manager promotions were awarded to women.
- 3. 15.3% of your workforce was part-time and 3.0% of promotions were awarded to part-time employees.

# Resignations

- 4. 66.0% of employees who resigned were women and 34.0% were men
  - i. 65.4% of all managers who resigned were women
  - ii. 66.0% of all non-managers who resigned were women.
- 15.3% of your workforce was part-time and 30.6% of resignations were part-time employees.

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

- i. 8.2% of all women who utilised parental leave ceased employment before returning to work
- ii. 38.1% 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. 38.5% of all non-managers who utilised parental leave and ceased employment before returning to work were women.

# Notification and access List of employee organisations: NTEU CPSU United Voice CEO sign off confirmation Name of CEO or equivalent: Professor Andrew Vann CEO signature: Date: