2021 - 22 Gender Equality Reporting

Submitted by:

University Of Sydney (ABN:15211513464)

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#Workplace overview

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

…Recruitment	Yes(*Select all that apply*)
…Yes	Policy Strategy
…Retention	Yes(*Select all that apply*)
…Yes	Strategy
…Performance management processes	Yes(*Select all that apply*)
…Yes	Policy
…Promotions	Yes(*Select all that apply*)
…Yes	Policy Strategy
…Talent identification/identification of high potentials	Yes(*Select all that apply*)
…Yes	Strategy
…Succession planning	Yes(*Select all that apply*)
…Yes	Strategy
…Training and development	Yes(*Select all that apply*)
…Yes	Policy Strategy
…Key performance indicators for managers relating to gender equality	Yes(*Select all that apply*)
…Yes	Strategy

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

Yes(*Select all that apply*)	
…Yes	Policy Strategy

3: Does your organisation have any of the following targets to address gender equality in your workplace?

Reduce the gender pay gap
Increase the number of women in leadership positions
Increase the number of women in male-dominated roles
Increase the number of men taking parental leave
Increase the number of men using flexible work arrangements

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

The University of Sydney's [Women's Career Acceleration and Leadership Strategy (WCALS)](#), launched in 2015, was designed to increase female representation at leadership levels across all areas of the University. We also seek to promote gender equity across all stages of the career life-cycle through our participation in the [Science in Australia Gender Equity (SAGE) program](#), for which we currently hold Bronze Award Status (currently the only level available in Australia), and we aspire to achieve Silver by 2025. We recognize the challenges faced by people with diverse genders and seek to build workplace inclusion via our participation in the Australian Workplace Equality Index, for which we currently hold [Gold Status](#).

Governing bodies

University Of Sydney

1: Does this organisation have a governing body?	Yes(*Provide further details on the governing body(ies) and its composition*)
1.1: What is the name of your governing body?	University of Sydney Senate
1.2: What type of governing body does this organisation have?	Other governing body/authority (provide details)
	The Senate is responsible for staff appointments and welfare, student welfare and discipline, financial matters and the physical and academic development of the University. It awards all degrees and diplomas and is responsible to the Parliament of NSW. It comprises academic and professional staff and is Chaired by the Chancellor.
1.3: How many members are on the governing body and who holds the predominant Chair position?	
…Chairs	
…Female	1
…Male	0
…Non-binary	0
…Members	
…Female	7
…Male	7
…Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	No(*Select all that apply*)
	Not a priority
1.5: Has a target been set to increase the representation of women on this governing body?	No(*Select all that apply*)
	Do not have control over governing body/appointments

	Five of the 15 Senate positions are elected so parity is not something the University can control; however gender and other forms of diversity are considered where possible and we currently have gender parity.
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Not a priority

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

#Action on gender equality

Gender pay gaps

1: Do you have a formal policy and/or formal strategy on remuneration generally?

Yes(*Select all that apply*)

…Yes	Policy Strategy
1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy?	Yes(*Select all that apply*)
…Yes	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 reviews)

2: What was the snapshot date used for your Workplace Profile?

31-Mar-2022

Employer action on pay equity

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

Yes(*Provide further details on the most recent gender remuneration gap analysis that was undertaken.*)

1.1: When was the most recent gender remuneration gap analysis undertaken?	Within the last 12 months
1.2: Did you take any actions as a result of your gender remuneration gap analysis?	Yes(*Select all that apply*)
1.2: Did you take any actions as a result of your gender remuneration gap analysis? .. Yes	Analysed performance pay to ensure there is no gender bias (including unconscious bias) Analysed performance ratings to ensure there is no gender bias (including unconscious bias) Reported pay equity metrics (including gender pay gaps) to the governing body Implemented other changes (provide details):
…Implemented other changes (provide details):	We also report pay equity metrics to our Joint Consultative Council, which includes representatives from the staff Union.
	The University monitors gender pay equity through multiple lenses to ensure that potential hot spots of disparity are not lost within an organisational average. We monitor base remuneration as well as base + loadings

1.3: 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)	separately for every level of professional and academic staff and highlight shifts that may require closer attention.

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

The University understands that sustainable gender pay equity is intrinsically linked to gender equitable frameworks, processes, culture and outcomes across the career lifecycle. To ensure that we strive for best practice and hold ourselves accountable for this, we therefore continue to invest in strategies and programs such as our internal WCALS, and the national programs SAGE and AWEI.

Employee consultation

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

Yes(*Provide further details on the employee consultation process.*)

1.1: How did you consult employees?	Survey Consultative committee or group Exit interviews
1.2: Who did you consult?	ALL staff Employee representative group(s) Diversity committee or equivalent

2: Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

Yes(*Select all that apply.*)

…Yes	Strategy

3: On what date did your organisation share your previous year's public reports with employees?

13-Oct-2021

4: Does your organisation have shareholders?

No

5: Have you shared previous Executive Summary and Benchmark reports with the governing body?

No

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

We have a deeply held commitment to achieving gender equity at the University of Sydney, with recognition that gender is non-binary. Our long-standing WCALS as well as our more recent participation in SAGE and AWEI demonstrates our intention to use a range of perspectives, mechanisms and frameworks to identify and address challenges, and monitor progress. We host multiple events across the year where panel diversity is a key consideration and we also seek to raise the profile of women and gender diverse role models in our staff communications. We support employee networks and their strategic goals.

#Flexible work

Flexible working

1: Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes(*Select all that apply*)	
…Yes	Policy Strategy
…A business case for flexibility has been established and endorsed at the leadership level	Yes
…Leaders are visible role models of flexible working	Yes
…Flexible working is promoted throughout the organisation	Yes
…Targets have been set for engagement in flexible work	No(*Select all that apply*)
…No	Not a priority
…Targets have been set for men's engagement in flexible work	No(*Select all that apply*)
…No	Not a priority
…Leaders are held accountable for improving workplace flexibility	Yes
…Manager training on flexible working is provided throughout the organisation	Yes
…Employee training is provided throughout the organisation	Yes
…Team-based training is provided throughout the organisation	Yes
…Employees are surveyed on whether they have sufficient flexibility	Yes
…The organisation's approach to flexibility is integrated into client conversations	Yes
…The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	Yes
…Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	Yes
…Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	Yes

…Other (provide details)	No

2: Do you offer any of the following flexible working options to MANAGERS in your workplace?

…Flexible hours of work	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Compressed working weeks	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Time-in-lieu	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Telecommuting (e.g. working from home)	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Part-time work	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Job sharing	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Carer's leave	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Purchased leave	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Unpaid leave	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
	Formal options are available

…SAME options for women and men	Informal options are available

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

Yes

4: Has your organisation implemented an 'all roles flex' approach to flexible work?

Yes

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce during the 2021-22 reporting period?

Don't know / Not applicable

6: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location?

Training for managers on how to work with flexible and remote/hybrid teams
Training for non-managers on how to work with flexible and remote/hybrid teams
Training for all employees on how to work with flexible and remote/hybrid teams
Employee performance is measured by performance and not presenteeism

7: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, including specific changes due to the impact of the COVID-19 pandemic on your workplace, please do so below.

In 2021 we continued to build on initiatives from 2020 to support staff to work flexibly and increasingly move to a hybrid model where we seek to garner the benefits of a hybrid model of flexible remote and site-based work. In two years we have moved from a predominantly site-based approach to work and culture to one where inclusion of flexibility is inherently built into our ways of working, as well as into the ways we consult, share information, research and opportunities with staff, and the way in which we hold organisational events such as cultural days of significance.

#Employee support

Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

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

1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?	Yes(*Please indicate how employer funded paid parental leave is provided to the primary carers.*)
1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:	All, regardless of gender
1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:	Birth Adoption Surrogacy Stillbirth
1.1.c: How do you pay employer funded paid parental leave to primary carers?	Paying the employee's full salary
1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?	Yes, on employer funded parental leave
1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?	1
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	51-60%
1.1.g: Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	Yes
1.1.g.1: How long is the qualifying period?	1
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 24 months

.. Yes	
1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?	Yes(*Please indicate how employer funded paid parental leave is provided to the secondary carers.*)
1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to:	All, regardless of gender
1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers:	Birth Adoption Surrogacy Stillbirth
1.2.c: How do you pay employer funded paid parental leave to secondary carers?	Paying the employee's full salary
1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave?	Yes, on employer funded parental leave
1.2.e: How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?	1
1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?	50-60%
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 12 months
.. Yes	

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

Our parental leave provisions support staff of all genders and without discrimination to same sex couples. Our provisions enable staff to access a range of benefits in a flexible way, including shared leave arrangements when both parents work at the University, to suit individual family needs, and we strive to support our people to balance family commitments with their career aspirations and interests.

Our leave entitlements for a birth mother/adoptive/surrogate are paid based on the length of time a person has worked at the University: 1 week on full pay, or 2 weeks on half pay, per completed month of paid service for

people who have worked less than a year. 14 weeks on full pay or 28 weeks on half pay for staff who have worked more than 1 year but less than 2 years. All primary caregivers, irrespective of gender, are entitled to 22 weeks at full pay or 38 weeks at 60% of salary for staff who have worked over 2 years.

Support for carers

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

Yes(*Select all that apply*)	
…Yes	Policy

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

…Employer subsidised childcare	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Other (provide details)
…Other (provide details)	We do not subsidise
…On-site childcare	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at SOME worksites
…Breastfeeding facilities	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at SOME worksites
…Childcare referral services	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Internal support networks for parents	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Not a priority
…Information packs for new parents and/or those with elder care responsibilities	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Referral services to support employees with family and/or caring responsibilities	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Not a priority
…Targeted communication mechanisms (e.g. intranet/forums)	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Support in securing school holiday care	Yes(*Please indicate the availability of this support mechanism.*)

…Yes	Available at SOME worksites
…Coaching for employees on returning to work from paid parental leave	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Parenting workshops targeting mothers	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Parenting workshops targeting fathers	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Other (provide details)	No

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

Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes(*Select all that apply*)	
…Yes	Policy
1.1: Do you provide a grievance process in any sex-based harasssment and discrimination prevention formal policy and/or formal strategy?	Yes

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

…All managers	Yes(*Please indicate how often is this training provided (select all that apply):*)
…Yes	At induction Every one-to-two years
…All employees	Yes(*Please indicate how often is this training provided (select all that apply):*)
…Yes	At induction Every one-to-two years

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

The University is committed to supporting students and staff affected by sexual misconduct (including sexual assault and sexual harassment) in a compassionate and fair manner, in an environment that acknowledges the vulnerable position of survivors and treats them with respect and dignity.

The University's Staff Sexual Misconduct Policy 2020 (pdf, 358KB) and Staff Sexual Misconduct Response Procedures 2020 (pdf, 279KB) for current and former staff or affiliates details our commitment to addressing sexual misconduct and sexual harassment, and outlines how the University responds to sexual misconduct and sexual harassment and supports survivors. The University's Student Sexual Misconduct Policy 2018 (PDF, 2.1MB) and Student Sexual Misconduct Response Procedures 2018 (PDF, 255KB) for current and former students details our commitment to addressing sexual

misconduct and sexual harassment, and outlines how the University responds to sexual misconduct and sexual harassment and supports survivors.

The University's Safer Communities team provides trauma informed support for survivors of sexual misconduct, domestic and/or family violence as well as bullying and harassment. Information about accessing support from Safer Communities is available at

https://www.sydney.edu.au/abou
t-us/vision-and-values/safer-c
ommunities.html

Where an individual wishes to make a report of sexual misconduct to the University, they can do this via the online reporting forms available at

https://www.sydney.edu.au/abou
t-us/vision-and-values/safer-c
ommunities/report-sexual-misco
nduct.html#studentreportpan style="font-size: 9pt;">

Family or domestic violence

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

Yes(*Select all that apply*)	
…Yes	Policy

2: Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

…Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
…Training of key personnel	Yes
…A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
…Workplace safety planning	Yes
…Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	Yes(*Is the leave period unlimited?*)
…Yes	No
: How many days of paid domestic violence leave (contained in an enterprise/workplace agreement) are provided?	20
…Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	Yes(*Is the leave period unlimited?*)
…Yes	No
…Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	No(*Select all that apply*)

…No	Not a priority
…Access to unpaid leave	No(*Select all that apply*)
…No	Not a priority
…Confidentiality of matters disclosed	Yes
…Referral of employees to appropriate domestic violence support services for expert advice	Yes
…Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
…Flexible working arrangements	Yes
…Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
…Offer change of office location	Yes
…Emergency accommodation assistance	No(*Select all that apply*)
…No	Insufficient resources/expertise
…Access to medical services (e.g. doctor or nurse)	Yes
…Other (provide details)	No

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

The University is committed to supporting staff affected by domestic and violence. We provide support measures to assist staff and their managers to provide a safe and supportive workplace for those experiencing domestic and family violence.

As reflected in our Enterprise Agreement 2018–2021 (clauses 218-222), the provisions outlined in the Domestic and Family Violence Support Procedures 2014 provide guidance to staff about the support available to them and to assist managers to provide a supportive workplace for staff who are experiencing domestic and family violence.

The Domestic and Family Violence Support Procedures are inclusive of all staff, including those in LGBTIQ domestic or family violence relationships.