



Public report

2018-19

Submitted by

Legal Name: University of Sydney

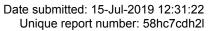






Organisation and contact details

Submitting organisation details	Legal name	University of Sydney			
	ABN	15211513464			
	ANZSIC	P Education and Training 8102 Higher Education			
	Business/trading name/s				
	ASX code (if applicable)				
	Postal address	The University of Sydney			
		The University of Sydney NSW 2006			
		AUSTRALIA			
	Organisation phone number	0290364751			
Reporting structure	Number of employees covered by this report	15,188			





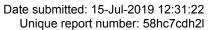


Workplace profile

Manager

Manager	Departing level to CEO	Complex one and adaptive		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	8	7	15		
Key management personnel	-1	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
	-2	Full-time permanent	9	7	16		
		Full-time contract	15	26	41		
Other executives/General managers		Part-time permanent	0	1	1		
		Part-time contract	3	4	7		
		Casual	0	0	0		
		Full-time permanent	47	40	87		
		Full-time contract	38	49	87		
Senior Managers	-3	Part-time permanent	2	0	2		
		Part-time contract	5	6	11		
		Casual	0	0	0		
		Full-time permanent	210	376	586		
		Full-time contract	132	117	249		
Other managers	-4	Part-time permanent	25	32	57		
		Part-time contract	35	61	96		
		Casual	3	0	3		
Grand total: all managers			532	727	1,259		

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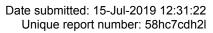


Workplace profile

Non-manager

Non manager accumational actogories	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
Non-manager occupational categories	Limployment status	F	M	F	М	F	M	. ,
	Full-time permanent	1,028	1,053	0	0	0	0	2,081
	Full-time contract	801	709	0	0	0	0	1,510
Professionals	Part-time permanent	287	90	0	0	0	0	377
	Part-time contract	521	203	0	0	0	0	724
	Casual	2,356	2,185	0	0	0	0	4,541
	Full-time permanent	42	107	0	0	0	0	149
	Full-time contract	25	38	0	0	0	0	63
Technicians and trade	Part-time permanent	8	6	0	0	0	0	14
	Part-time contract	16	5	0	0	0	0	21
	Casual	9	29	0	0	0	0	38
	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	563	285	0	0	0	0	848
	Full-time contract	445	139	0	0	0	0	584
Clerical and administrative	Part-time permanent	168	27	0	0	0	0	195
	Part-time contract	287	44	0	0	0	0	331
	Casual	1,507	933	0	0	0	0	2,440
	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	4	4	0	0	0	0	8
	Full-time contract	1	3	0	0	0	0	4
Machinery operators and drivers	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0

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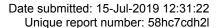






Non manager equipational estagerica	Employment status	No. of employees (excluding	graduates and apprentices)	No. of graduates	s (if applicable)	No. of apprentice	es (if applicable)	Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	M	F	М	Total employees
	Full-time permanent	0	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
	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
Others	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
Grand total: all non-managers		8,069	5,860	0	0	0	0	13,929

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Reporting questionnaire

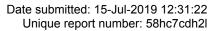
Gender equality indicator 1: Gender composition of workforce

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 mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2018 to 31 March 2019. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- · Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

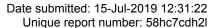
1.1	Recruitment ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.2	Retention ☐ Yes (select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







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 ☐ 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 ☐ Insufficient resources/expertise ☐ 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		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	43	50	89	41
Permanent/ongoing part-time employees	5	3	14	3
Fixed-term contract full-time employees	12	9	50	23
Fixed-term contract part-time employees	6	4	17	4
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)	166	168
Number of appointments made to NON-MANAGER roles (including promotions)	2852	1885

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

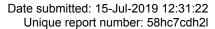
	Mana	Managers		nagers
		Male	Female	Male
Permanent/ongoing full-time employees	23	33	89	62
Permanent/ongoing part-time employees	5	4	44	8
Fixed-term contract full-time employees	12	23	143	87
Fixed-term contract part-time employees	1	5	117	34
Casual employees	0	0	0	0

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

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.







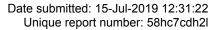
21	Please answer the following	a augetione relatina to	each doverning how	ty covered in this report

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 is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

2.1a.1	Organisation name?		
	The University of Sydney Senate		
2.1b.1	How many Chairs on this governing bo	ody?	
		Female	Male
	Number	1	0
.1c.1	How many other members are on this	governing body (excluding the Chair/s	s)?
		Female	Male
	Number	8	6
	Senate members appointed or Chancellor, Chair of Senate is Academic Board (ex-officio); T Education; Five Fellows appoi fellow elected by and from the	rning body/board appointments (provide elected by staff and students Senate is elected by Senate; Vice Chancellor and two external Fellows appointed by the Nonted by Senate; Two Fellows elected by non-academic staff; One Fellow elected by and from the postgraduate students.	constituted as follows: The principal (ex-officio); Chair, ew South Wales Minister for and from the academic staff; One
.1g.1	Are you reporting on any other organis	sations in this report?	
	☐ Yes ⊠ No		
.2	Do you have a formal selection policy organisations covered in this report?	and/or formal selection strategy for go	overning body members for AL
	☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy		
	 ☑ No (you may specify why no formal se ☑ In place for some governing bo 		y is in place)
		please enter date this is due to be compl	leted
	☑ Do not have control over gover Senate is constituted as follow	rning body appointments (provide details rs: The Chancellor, Chair of Senate is eler, Academic Board (ex-officio); Two exte	ected by Senate; Vice Chancellor

South Wales Minister for Education; Five Fellows appointed by Senate; Two Fellows elected by and from



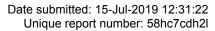




		from the undergraduate students; One Fellow elected by and from the postgraduate students. Not a priority Other (provide details):
	2.3	Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?
		☐ Yes ☑ No
	2.5	If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.
Equal	remune	equality indicator 3: Equal remuneration between women and men
gende	r equalit	
3.	Do you	u have a formal policy and/or formal strategy on remuneration generally?
	⊠ Yes	s (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):
	3.2	Does your formal policy and/or formal strategy include any of the following gender pay equity objectives (select all applicable answers)?
		 □ To achieve gender pay equity □ To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance pay reviews) □ To be transparent about pay scales and/or salary bands □ To ensure managers are held accountable for pay equity outcomes □ To implement and/or maintain a transparent and rigorous performance assessment process □ Other (provide details):

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

4.







Yes	s <u>the most recent gender remuneration gap analysis was undertaken:</u>
	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
	Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no
	or discretion in pay changes (for example because pay increases occur only when there is a change in tenure or
qualific	
10	Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there
	n for discretion in pay changes (because pay increases can occur with some discretion such as performance
assess	ments) 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).
	Conducted a like for like pay comparison when developing the Executive Remuneration Policy and the Senior
	Professional Staff Remuneration Policy
4.1	Did you take any actions as a result of your gender remuneration gap analysis?
	y and any analysis general section graph and graph
	☐ 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)
	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):
	Equity statistics reported to an internal committees. Executive Remuneration Policy Developed.
	Senior Professional Staff Remuneration Policy under development.
	☐ 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):
	Other (μισνίας ασταίιο).
4.2	If your organisation would like to provide additional information relating to gender equality indicator 3,
	please do so below:
	Systematic and regular pay gap reviews being undertaken to support the University's SAGE Athena SWAN
	accreditation application and action plan





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

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

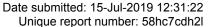
	ou provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?
time of time o	es. (Please indicate how employer funded paid parental leave is provided to the primary carer): By paying the 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) by, we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please the how employer funded paid parental leave is provided to women ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme by paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination) by, we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer 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 gap between the employee's salary and 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) conditions of the period of post- parental leave, or a combination) conditions of the period of post- parental leave, or a combination) conditions of the period of post- parental leave, or a combination) conditions of the period of post- parental leave, or a combination) conditions of the period of post- parental leave, or a combination) conditions of the period of post- parental leave, or a combination) conditions of the period of post- parental leave, or a combination post- pare
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:
	1
carei	ur organisation would like to provide additional information on your paid parental leave for primary is e.g. eligibility period, where applicable the maximum number of weeks provided, and other igements you may have in place, please do so below.
	num entitlement 22 weeks at full pay or 38 weeks at 60% pay for staff who have been employed for 2 or more.
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%





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		□ 51-60%□ 61-70%□ 71-80%□ 81-90%□ 91-99%□ 100%
	5.3	Please indicate whether your employer funded paid parental leave for primary carers covers: ☑ Adoption ☐ Surrogacy
6.	A "SE	Stillbirth CONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the
	prima Do yo	ry 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:
6a.		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%
	6.3	Please indicate whether your employer funded paid parental leave for secondary carers covers:
		☑ Adoption☐ Surrogacy☑ Stillbirth







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	30	16	1	17	

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	331	58	0	69	

- 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	1

- 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.

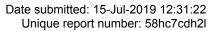
	Female	Male
Non-managers	11	0

9. Do you have a formal policy and/or formal strategy on flexible working arrangements?

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?

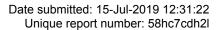
⊠ Ye	es (select all applicable answers)
	Policy
	☐ Strategy
	you may specify why no formal policy or formal strategy is in place)
	Currently under development, please enter date this is due to be completed
	Insufficient resources/expertise







		☐ Included in award/industrial or workplace agreement
		☐ Not a priority ☐ Other (provide details):
11.		u offer any other support mechanisms, other than leave, for employees with family or caring responsibilities mployer-subsidised childcare, breastfeeding facilities)?
	⊠ Ye	
	∐ 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):
	11.1	Please select what support mechanisms are in place and if they are available at all worksites. • Where only one worksite exists, for example a head-office, select "Available at all worksites".
		☐ Employer subsidised childcare
		Available at some worksites only
		Available at all worksites
		 ✓ On-site childcare ✓ Available at some worksites only
		Available at all worksites
		☐ Breastfeeding facilities
		☐ Transfer at all Workshop
		□ 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
		☐ 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
		☐ Translet at all Workshes ☐ 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
		Parenting workshops targeting mothers
		☐ Parenting workshops targeting fathers
		□ Available at some worksites only
		☐ Available at all worksites ☐ None of the above, please complete question 11.2 below
12.	Do yo violen	u have a formal policy and/or formal strategy to support employees who are experiencing family or domestic
	⊠ Ye:	s (select all applicable answers)



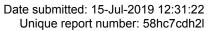




	 ☑ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreements ☐ Not aware of the need ☐ Not a priority ☐ Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	 Yes (select all applicable answers) Employee assistance program (including access to a psychologist, chaplain or counsellor) Training of key personnel 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 unpaid domestic violence leave (contained in an enterprise/workplace agreement) Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) Access to unpaid leave Confidentiality of matters disclosed Referral of employees to appropriate domestic violence support services for expert advice Protection from any adverse action or discrimination based on the disclosure of domestic violence Flexible working arrangements 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 a ware of the need Not a priority Other (provide details):
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men? I flexible hours of work Compressed working weeks Itime-in-lieu Itelecommuting Part-time work I 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.
	☑ Yes, the option/s in place are available to both women and men.☐ No, some/all options are not available to both women AND men.

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

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

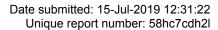






	Mar	Managers		Non-managers	
	Formal	Informal	Formal	Informal	
Flexible hours of work	\boxtimes	\boxtimes	\boxtimes		
Compressed working weeks	\boxtimes		\boxtimes		
Time-in-lieu	\boxtimes	\boxtimes	\boxtimes		
Telecommuting	\boxtimes	\boxtimes	\boxtimes		
Part-time work	\boxtimes		\boxtimes		
Job sharing			\boxtimes		
Carer's leave	\boxtimes		\boxtimes		
Purchased leave	\boxtimes		\boxtimes		
Unpaid leave					

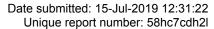
	Unpaid leave				
14.3	You may specify why any of the above optio	ns are NOT av	ailable to your e	employees.	
	☐ Currently under development, please enter of ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):	date this is due	to be completed		
14.4	If your organisation would like to provide ad please do so below:	ditional inform	nation relating to	o gender equa	lity indicator 4,
	equality indicator 5: Consulning gender equality in the v			yees on i	issues
	equality indicator seeks information on what constender equality in the workplace.	ultation occurs l	oetween employe	ers and employ	ees on issues
15. Have	you consulted with employees on issues con-	cerning gende	r equality in you	ır workplace?	
⊠ Ye □ No	es o (you may specify why you have not consulted wi o Not needed (provide details why): o Insufficient resources/expertise o Not a priority o Other (provide details):	ith employees c	n gender equalit	y)	
15.1	How did you consult with employees on issu	ues concerninç	g gender equalit	y in your worl	kplace?
	 Survey Consultative committee or group Focus groups Exit interviews Performance discussions Other (provide details): 				
15.2	Who did you consult?				







		 ☐ Management ☐ Employee representative group(s) ☐ Diversity committee or equivalent ☐ Women and men who have resigned while on parental leave ☐ Other (provide details):
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
Gen	der	equality indicator 6: Sex-based harassment and discrimination
particip	oation.	n of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.
16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
	⊠ Ye	s (select all applicable answers)
	□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 ☐ 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?
	⊠ Yes	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): Based on local needs
	□ 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
	17.1	Other (provide details): If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:





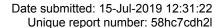


Other

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.)

The University of Sydney is participating in the SAGE Athena SWAN Program and submitted its application for Bronze Institution Award in March 2019. The Bronze Institution Award recognises a solid foundation for eliminating gender bias and developing an inclusive culture that values all 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 56.6% females and 43.4% males.

Promotions

- 2. 63.3% of employees awarded promotions were women and 36.7% were men
 - i. 50.0% of all manager promotions were awarded to women
 - ii. 70.5% of all non-manager promotions were awarded to women.
- 3. 12.1% of your workforce was part-time and 15.0% of promotions were awarded to part-time employees.

Resignations

- 4. 62.9% of employees who resigned were women and 37.1% were men
 - i. 38.7% of all managers who resigned were women
 - ii. 67.3% of all non-managers who resigned were women.
- 12.1% of your workforce was part-time and 31.6% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- 3.0% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.6% of all men who utilised parental leave ceased employment before returning to work
- iii. 0.0% of all 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:					
The reports will be published on the Staff Intranet Email correspondence will be sent to the university presidents of the employee organisations providing them with an opportunity to review and comment on the public report.					
CEO sign off confirmation					
Name of CEO or equivalent:	Confirmation CEO has signed the report:				
Michael Spence					
CEO signature:	Date:				