



Date Created: 29-06-2023



Australian Government



**Workplace
Gender Equality
Agency**





Date Created: 29-06-2023

2022 - 23 Gender Equality Reporting

Submitted By:

University Of Sydney 15211513464

#Workplace Overview

Policies and Strategies

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

Recruitment: Yes

Policy; Strategy

Retention: Yes

Policy; Strategy

Performance management processes: Yes

Policy

Promotions: Yes.

Policy; Strategy

Talent identification/identification of high potentials: Yes Strategy

Succession planning: Yes

Strategy

Training and development: Yes

Policy; Strategy

Key performance indicators for managers relating to gender equality: Yes Strategy

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

Yes Policy; Strategy

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

<p>The Womens Career Acceleration and Leadership Strategy (WCALS), launched at the University of Sydney 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, and ongoing participation in the Champions of Change Coalition (CCC) program of work. We recognise the challenges faced by people with diverse genders and seek to build workplace inclusion via our participation in the Australian Workplace Equality Index (AWEI) for which we currently hold Gold status.</p>

Governing Bodies

Organisation: University Of Sydney

1.Name of the governing body: The University of Sydney Senate

2.Type of the governing body: Other governing body/authority

3.Specified governing body type: 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.

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	1	0	0
Member	Female (F)	Male (M)	Non-Binary
	7	8	0

4.Formal section policy and/or strategy: No

Selected value: Not a priority

6. Target set to increase the representation of women: No

Selected value: Governing body has gender balance (i.e. 40% women / 40%men / 20% any gender)

7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value: Not a priority

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

<p>The Senate is currently comprised of 46.67% female members. While there is no formal strategy or target implemented to increase the representation of women on

Date Created: 29-06-2023

Senate, there are a number of mechanisms in Senate processes to encourage the representation of women at the University's highest governing body, as outlined below. Elections: The Senate has a total of five elected positions comprised of three staff-elected, and two student-elected positions. The appointment to these positions is determined by the electorate through a vote, and the elections procedures are governed by the [University of Sydney By-law 1999](https://legislation.nsw.gov.au/view/html/inforce/current/sl-1999-0403). The call for nominations ahead of every election is widely publicised to ensure diversity and wide representation. Staff nominations are advertised through All-Staff News channels, staff networks and committees. Student nominations are advertised through the Student News (an e-newsletter released to all students), student bodies and consultative channels. Skills Matrix: The Senate has two Ministerially-appointed positions, and five Senate-appointed positions. Skills of appointed members of Senate are assessed against the Senate Fellows Skills Matrix, which are key skills and attributes relevant to the functions exercisable by Senate. Of these skills and attributes, one concerns the attribute Contributes to Diversity – Cultural and linguistic, gender, and age diversity, which reflects the view of Senate of the importance of diversity in membership composition. Gender Diversity in Ministerial-appointment nominations: When nominating candidates for consideration by the Minister for Skills, TAFE and Tertiary Education for a Ministerial-appointment position, Senate takes into consideration the gender balance of the field of candidates in addition to each candidate's skills matrix.

#Action on gender equality

Gender Pay Gaps

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

Yes

Policy; Strategy

1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?

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?

31/03/2023

4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

Date Created: 29-06-2023

The University monitors for and has committed to eliminating gender-based disparity in remuneration for work of equal or comparable value, as well as achieving gender balance in senior roles so that the average gender wage gap is also reduced and eliminated. We have achieved base rate parity in wages and our overall gender pay gap, which includes bonus and loadings, has reduced consistently for the past seven years.

Employer action on pay equality

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

- 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

Reviewed remuneration decision-making processes; 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; 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; Implemented other changes (provide details):

Other: We also report pay equity metrics to our Joint Consultative Committee, which includes representatives from the staff Union.

- 1.3 What type of gender remuneration gap analysis has been undertaken?

A by-level gap analysis; An overall organisation-wide gender pay gap

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 the national programs SAGE, CCC, and AWEI.

Employee Consultation

Date Created: 29-06-2023

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

Yes

1.1 How did you consult employees?

Consultative committee or group; Exit interviews

1.2 Who did you consult?

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

Policy; Strategy

3. On what date did your organisation share your last year's public reports with employees and shareholders?

Employees:

Yes

Date:27/07/2022

Shareholder:

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?

Yes

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

<p>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 Strategy as well as our ongoing participation in SAGE, CCC, and AWEI demonstrates our intention to use a range of perspectives, mechanisms and frameworks to identify and address challenges, and monitor progress. We have also in our Enterprise Agreement committed to consulting with staff via Union representatives. 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. </p>

#Flexible Work

Flexible Working

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

Yes

Policy; Strategy

1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level

Yes

The organisation's approach to flexibility is integrated into client conversations

Yes

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

Yes

The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)

Yes

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

No

Not a priority

Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body

Yes

Date Created: 29-06-2023

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel

Yes

Leaders are held accountable for improving workplace flexibility

Yes

Leaders are visible role models of flexible working

Yes

Manager training on flexible working is provided throughout the organisation

Yes

Targets have been set for men's engagement in flexible work

No

Not a priority

Team-based training is provided throughout the organisation

Yes

Other: No

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

Carer's leave: Yes

SAME options for women and men Formal options are available; Informal options are available

Compressed working weeks: Yes

SAME options for women and men Formal options are available

Flexible hours of work: Yes

SAME options for women and men Formal options are available; Informal options are available

Job sharing: Yes

SAME options for women and men

Formal options are available

Part-time work: Yes

SAME options for women and men Formal options are available

Purchased leave: Yes

SAME options for women and men Formal options are available

Remote working/working from home: Yes

SAME options for women and men

Time-in-lieu: Yes

SAME options for women and men

Formal options are available; Informal options are available

Unpaid leave: Yes

SAME options for women and men Formal options are available; Informal options are available

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

Yes

5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?

Don't know / Not applicable

7. If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

In 2022 we continued to build on initiatives from 2021 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 three 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. We reaffirmed our commitment to supporting flexible working, including arrangements as appropriate for site-based staff, in a communication to all staff mid-2022 as part of our participation in the [CCC Shifting Expectations: Flexibility for front line, shift and site-based roles report](https://championsofchangecoalition.org/resource/shifting-expectations-flexibility-for-frontline-shift-and-site-based-roles/), encouraging organisations to seek ways to offer flexibility to their frontline workers.

#Employee Support

Paid Parental leave

1. Do you provide employer-funded paid parental leave 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

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

How long is the qualifying period (in months)?

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

Within 24 months

1.2. Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?

Yes

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

Date Created: 29-06-2023

- 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?**
51-60%
- 1.2.g. Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?**
No
- 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
Within 12 months

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.

<p>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 percent of salary for staff who have worked over 2 years.</p>

Support for carers

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

Yes

Policy

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

2.1. Employer subsidised childcare

No

Other: We do not subsidise

2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No

Not a priority

2.3. Breastfeeding facilities

Yes

Available at SOME worksites

2.4. Childcare referral services

Yes

Available at ALL worksites

2.5. Coaching for employees on returning to work from parental leave

Yes

Available at ALL worksites

2.6. Targeted communication mechanisms (e.g. intranet/forums)

Yes

Available at ALL worksites

2.7. Internal support networks for parents

Yes

Available at ALL worksites

2.8. Information packs for new parents and/or those with elder care responsibilities

Yes

Available at ALL worksites

2.9. Parenting workshops targeting fathers

Yes

Available at ALL worksites

2.10. Parenting workshops targeting mothers

Yes

Available at ALL worksites

2.11. Referral services to support employees with family and/or caring responsibilities

No

2.12. Support in securing school holiday care

Yes

Available at SOME worksites

2.13. On-site childcare

Yes

Available at SOME worksites

2.14. Other details: No

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

<p>The principle of achievement relative to opportunity is applied through policy across recruitment, career progression and performance. This takes into account where staff may have had reduced opportunities due to carer responsibilities and part-time work.</p>

Sexual harassment, harassment on the grounds of sex or discrimination

1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?

Yes

Policy

1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?

Yes

2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

All Managers:

Yes

At induction

Annually

Other

Provide Details: Every 1-2 years

9. **If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.**

<p>All staff and affiliates are bound by our Code of Conduct. The VC's directive around safety and respectful and inclusive workplace conduct can be found on the University's public website under our vision and values – Making a safer community for all. On this page, the VC indicates that the University has zero tolerance to any behaviour that is intimidating, abusive, discriminatory, disrespectful or threatening, including any instance of sexual harassment or assault. Additionally, in line with the United Nations International Day for the Elimination of Violence against Women, the VC released a communication on 25 November 2022 about taking action to end gender-based violence. This communication can be found here and was distributed to all staff via the 25 November 2022 Staff News email.</p><p>
</p><p>The University's Bullying Harassment and Discrimination Policy and Bullying Harassment and Discrimination Resolution Procedures affirm the University's commitment to: (i) provide a safe and healthy workplace and learning environment that is free from bullying and unlawful harassment and discrimination; and (ii) provide workers with information and training in relation to bullying, unlawful harassment and discrimination; (iii) support the wellbeing of all those involved in a bullying, harassment or discrimination matter. 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.</p><p>
</p><p>The University's <a href="https://www.sydney.edu.au/policies/showdoc.aspx?recnum=PDOC2020/512&

Date Created: 29-06-2023

[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/about-us/vision-and-values/making-a-safer-community-for-all.html](#) [https://www.sydney.edu.au/about-us/vision-and-values/safer-communities.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/about-us/vision-and-values/making-a-safer-community-for-all/report-sexual-misconduct.html#studentreport](#) [https://www.sydney.edu.au/about-us/vision-and-values/safer-communities/report-sexual-misconduct.html#studentreport](#). Staff members (or students) can also make disclosure or complaints via their telephone line. 1800 SYD HLP (1800 793 457) option 2 +61 2 8627 6808 As a part of continuous improvement and in line with our obligations of positive duty to prevent sexual harassment, the University has established a working group tasked with the enhancement of Respect at Work processes, incorporating psychosocial risk management concepts.

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

Policy

Date Created: 29-06-2023

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?

A domestic violence clause is in an enterprise agreement or workplace agreement

Yes

Confidentiality of matters disclosed

Yes

Protection from any adverse action or discrimination based on the disclosure of domestic violence

Yes

Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

Emergency accommodation assistance

No

Insufficient resources/expertise

Provision of financial support (e.g. advance bonus payment or advanced pay)

Yes

Flexible working arrangements

Yes

Offer change of office location

Yes

Access to medical services (e.g. doctor or nurse)

Yes

Training of key personnel

Yes

Referral of employees to appropriate domestic violence support services for expert advice

Yes

Workplace safety planning

Yes

Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

No

How many days are provided?

20

Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)

No

Not a priority

Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)

Yes

Is the leave period unlimited?

No

How many days are provided?

5

Access to unpaid leave

No

Not a priority

Other: No

Provide Details:



Date Created: 29-06-2023

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