Australian Government

Workplace
Gender Equality
Agency

2022 - 23 Gender Equality Reporting

Submitted By:

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#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

   Retention: Yes

   Policy

   Performance management processes: Yes

   Policy

   Promotions: Yes.

   Strategy

   Talent identification/identification of high potentials: NoCurrently under development

   Estimated Completion Date: 2024-06-01

   Succession planning: No

   Currently under development

   Estimated Completion Date: 2024-06-01

   Training and development: Yes

   Policy

   Key performance indicators for managers relating to gender equality: YesStrategy

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

   YesStrategy

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

   In 2020, UWA was one of 11 organisations to be awarded the internationally recognised Science in Australia Gender Equity (SAGE) Athena SWAN Bronze Award for its commitment to gender diversity in the STEMM subjects. The Athena SWAN now informs the framework for our gender equity strategy.

   Following the Bronze Award, the University is progressing the Action Plan towards achieving the Silver Award. This process requires participation in the SAGE Cygnet Awards, where five key barriers to the attraction, retention or progression of women in the institution are reported on. Work continues on addressing the barriers and implementing the Action Plan. The Cygnets will be submitted through 2023 and Q1, 2024. Planning for the Silver Award will commence in Q3, 2023 which will involve the development of an Action Plan that will guide the University over the next 8 years.

   UWA launched its Diversity, Equity and Inclusion Strategy 2022-2025 in December,

2022. The Strategy takes an intersectional approach and has gender equity targets embedded throughout.

Governing Bodies

Organisation: University Of Western Australia
1.Name of the governing body: The UWA Senate
2.Type of the governing body: Council

Number of governing body chair and member by gender:

Chair		
Female (F)	**Male (M)**	**Non-Binary**
0	1	0
Member		
Female (F)	**Male (M)**	**Non-Binary**
7	10	0

4.Formal section policy and/or strategy: No
Selected value: Currently under development

Estimated Completion Date: 2023-10-01

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: Other
Other value: The UWA Senate Nominations Committee Constitution states that gender balance and diversity of membership should be considered, noting this may be inhibited by legislative requirements.

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

In 2019 the Chancellor responded to 2019 Minister Ellery's request for UWA to detail how the University intends to address gender equity on the Senate, in light of the WA Government's commitment to 50% women in the composition of boards. In that memorandum the Chancellor noted "approximately 30 per cent of Senate membership is formed through an election process undertaken by various constituencies of the University, namely the student body, general [professional] and academic staff, Convocation and the Academic Board for the election of its Chair. Since Senate has the capacity to control only external appointments it has been working towards a gender balance of 40:40 split and the remaining 20 would float".

The Senate Nominations Committee Constitution states in Clause 2(1)(h)(ii) for Senate to: consider gender balance and diversity of membership, noting this may not be possible at all times due to the legislative requirements governing the composition of Senate, and skills and competency requirements.

#Action on gender equality

Gender Pay Gaps

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

   Policy

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

   Yes

   To be transparent about pay scales and/or salary bands; To implement and/or maintain a transparent and rigorous performance assessment process

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.**

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?

No
Insufficient resources/expertise

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.**

Employee Consultation

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; Focus groups; Exit interviews; Survey; Performance discussions; Other
Other: Diversity, Equity and Inclusion workshops
1.2 Who did you consult?
ALL staff

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

3. **On what date did your organisation share your last year's public reports with employees and shareholders?**
Employees:
Yes
Date:01/07/2022

Shareholder:

4. **Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?**
No

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

#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
    No
    Not aware of the need

    The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)
    No
    Not a priority

    Flexible working is promoted throughout the organisation
    Yes

Targets have been set for engagement in flexible work
No
Not aware of the need

Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body
No
Not a priority

Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel
No
Currently under development

Estimated Completion Date: 2024-10-01

Leaders are held accountable for improving workplace flexibility
No
Currently under development

Estimated Completion Date: 2025-12-01

Leaders are visible role models of flexible working
Yes

Manager training on flexible working is provided throughout the organisation
No
Insufficient resources/expertise

Targets have been set for men's engagement in flexible work
No
Not aware of the need

Team-based training is provided throughout the organisation
No
Not a priority

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 menFormal options are available

Compressed working weeks: Yes
SAME options for women and menFormal options are available
Flexible hours of work: Yes
SAME options for women and menFormal options are available; Informal options are available
Job sharing: Yes
SAME options for women and men

Formal options are available; Informal options are available
Part-time work: Yes
SAME options for women and menFormal options are available

Purchased leave: Yes
SAME options for women and menFormal options are available
Remote working/working from home: Yes
SAME options for women and menFormal options are available; Informal options are available
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 menFormal 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?**
   No

7. **If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.**
   Many staff and committee meetings are available in hybrid mode across the organisation to facilitate flexible work arrangements.
   The University is currently engaging in enterprise bargaining to develop the next Enterprise Agreement for all employees. There is an increased focus on flexible work arrangements. The Enterprise Agreements are proposed to be finalised in Q4, 2023.

#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; 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?**

         26

      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)?

         12

      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 12 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; 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?**
2

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?**
Yes
How long is the qualifying period (in months)?
12

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.
Academic staff at UWA are able to convert a maximum of 50% of their paid parental leave into an approved University account for the purposes of re-establishing an academic career after parental leave.

The University is currently engaging in the Enterprise Bargaining process to redevelop the employee Enterprise Agreements. There will be a move away from the primary/secondary model, and a move towards greater flexibility in the use of parental leave. The Enterprise Agreements are due for completion in Q4, 2023.

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**

        Yes

        Available at SOME worksites

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

        No

        Other

        Other: UWA has a generous parental leave benefit. The Parental Leave policy (clause 9) makes provision for 'stay in touch' days to ease the transition back into work.

    2.3. **Breastfeeding facilities**

        Yes

        Available at SOME worksites

    2.4. **Childcare referral services**

        No

        Not aware of the need

    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)**

        No

    2.7. **Internal support networks for parents**

        No

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

        No

    2.9. **Parenting workshops targeting fathers**

        No

    2.10. **Parenting workshops targeting mothers**

        No

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

No

Other: All employees have access to the Employee Assistance Program which can assist with personal or work-related issues that may impact their health, wellbeing or job performance.

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.**

Inclusive Meeting Times Guidelines have been developed to highlight the importance of considering the needs and access requirements of all staff when scheduling meetings. These Guidelines accommodate parents and carers who may have morning and afternoon commitments, for example taking children to school. Currently there is a Disability and Inclusion Network in development. This Network will be for employees who identify as having a disability and those who are carers. The Network will provide support and resources.

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

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.**
   'Respect in The Workplace' added to suite of training programs. This training provides an overview of discrimination, harassment, bullying and victimisation. All staff are required to complete this training as part of the commencement process, and they are then able to self-enrol and complete a refresher as required.

   The UWA Safer Communities Working Group was established in 2016, with the delegated responsibility and support of the Vice Chancellor, to oversee and report on initiatives aimed at preventing and responding to safety concerns and concerning behaviour in the University-wide environment. Membership includes staff and students from across the University. A focus of this Working Group has been to address the results of the Human Rights Commission 'Change the Course' survey that looked at sexual assault and harassment on Campus, and the follow up survey conducted more recently.

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

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)

No

Not aware of the need

Flexible working arrangements

Yes

Offer change of office location

Yes

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

No

Other

Provide Details: Employees would be directed to the on-site University Health and Medical Centre, however this would be at their expense.

Training of key personnel

Yes

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

No

Other

Provide Details: The University website includes a webpage with extensive information on support for those who have experienced sexual violence. The relevant Human Resources Business Partner can provide online links for relevant local support.

Workplace safety planning

No

Other

Provide Details: The Employee Agreement states that University will support the Employee, this may include access to a safe workplace, and change of telephone numbers and email addresses.

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

Yes

Is the leave period unlimited?
No

How may days are provided?
5

Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)
No

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

Yes

Is the leave period unlimited?
Yes

Access to unpaid leave

Yes

Is the leave period unlimited?
Yes

Other: No

Provide Details:

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