



Date Created: 30-05-2023



Australian Government



**Workplace
Gender Equality
Agency**





Date Created: 30-05-2023

2022 - 23 Gender Equality Reporting

Submitted By:

Western Sydney University 53014069881

#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

Performance management processes: Yes

Policy

Promotions: Yes.

Policy

Talent identification/identification of high potentials: YesPolicy

Succession planning: Yes

Policy

Training and development: Yes

Policy

Key performance indicators for managers relating to gender equality: YesPolicy

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

YesPolicy; Strategy

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

Western Sydney University has a standing Gender Equity policy in place, complemented by the Gender Equity Strategy and Action Plan driving actions and priorities for 2021 to 2026. The Strategy has been developed in direct consultation with key stakeholders including the Office of People, Office of the Pro Vice Chancellor Aboriginal and Torres Strait Islander Education Strategy and Consultation, Science in Australia Gender Equity (SAGE) project team, Equity and Diversity, and a Strategy sub group.

Governing Bodies

Organisation: Western Sydney University

1.Name of the governing body: Western Sydney University

2.Type of the governing body: Board of trustees

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
	10	7	0

4. Formal section policy and/or strategy: Yes

Selected value: Policy

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

Selected value:

Other

Other value: Governing body exceeds 40% target

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?

Yes

Selected value: Policy

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

Policy; Strategy

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

Yes

To achieve gender pay equity

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

2023-03-31

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

Western Sydney University has reduced our gender equity pay gap from 15.5% in 2019 to 11.4% in 2022, compared to 2022 national average pay gap of 22.8%.

Through the Gender Equity Strategy and Action Plan the University has implemented a range of strategies to help reduce our pay gap including the various actions described in the next section about action on pay gap.

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

Identified cause/s of the gaps; Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive; Trained people-managers in addressing gender bias (including unconscious bias)

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

Western Sydney University's 2022 gender remuneration gap analysis showed the following key insights:

- compared to 2021 significant progress was made in closing by-level pay gaps, where the gap is measured between women and men doing the same or comparable work
- University staff at the Key Management Personnel level has moved from 18% in favour of men, to 8% in favour of women
- A similar reduction in the gap is seen in relation to the next two manager categories, 'Other Executives/General Managers' and 'Senior Managers'
- However, a 3% widening of the gap has occurred in the final manager category of 'Other Managers'. It should be noted that staff within 'Other Managers' have a wider spectrum of responsibilities and a broader range of internal salary bands, compared to staff within other manager categories.
- A pay gap of 10% for University staff within WGEA's 'Professional Staff' category was identified. It is important to note that this broad category is different to professional staff as defined by the University and our industrial instruments. WGEA's 'Professional Staff' category covers all non-manager roles

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across the University, including academic and professional roles. The current 10% gap in this category is consistent with the 2021 result. It should be noted there is a very broad spectrum of roles captured within this category (ranging from staff at Academic Level C to HEW Level 1).

- Preliminary analysis also indicated progress in specific critical areas including for example, an increase in women at Academic Level E and a lift in the highest remuneration of senior women compared to previous years.
- Prima facie analysis suggests that the drivers of the University's overall pay equity gap continue to be complex and multifaceted, broadly including:
 - o clustering of female staff within HEW levels 5-7;
 - o lower proportions of women at the most senior staff levels;
 - o continued significant pay gap at the Senior Professional Staff levels; and
 - o high proportion of women employed as casual staff.

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

In 2022, the University's average organisation wide gender pay gap dropped by 1.2% compared to 2021, down to 11.4%. We have reduced our gender pay gap by almost 4% since 2019 from 15.5% to 11.4% in 2022. To achieve this, the University has actively implemented a range of strategies to drive down our pay gap wherever possible, including for example an annual pay gap analysis, using affirmative recruitment where we could, improved flexible working provisions for all staff, and targeted mentoring programs in specific workplaces within the University to help boost women into more senior roles at the University. These actions all form part of the WSU Gender Strategy and Action Plan.

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; Survey

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

Policy

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

Employees:

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.

The University has participated in the Australian Workplace Equality Index in February 2022, which benchmarks employer performance relevant to gender and sexuality diversity, including a focus on experiences of gender-based harassment and discrimination.

The Vice Chancellor's Gender Equity Committee continues to meet quarterly to discuss gender equity initiatives at Western Sydney University and provide advice to the Vice Chancellor on key issues. In addition, projects funded by the Vice Chancellor's Gender Equity Fund have used focus groups, surveys and other staff consultation mechanisms. The findings and recommendations of these projects are reported directly to the Vice Chancellor and the Vice Chancellor's Gender Equity Committee. The University also continues to support its Equity and Diversity Working Parties (EDWPs). The EDWPs provide a more targeted discussion and review of local equity and diversity considerations within the University's Schools, Institutes and Divisions.

#Flexible Work

Flexible Working

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

Yes

Policy

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

No

Other

Other: University policy requires that external suppliers adhere to Fair Work Act, including provisions on flexible working.

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

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

No

Not a priority

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

No

Not aware of the need

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; Informal 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; Informal options are available

Part-time work: Yes

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

Purchased leave: Yes

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

Yes, women and men

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

As of December 2022, the University Staff Agreements now outline additional specific provisions on Flexible Working for professional and academic staff. Also, under the SAGE Cygnet Award program, the University is developing a Further Action Plan focusing specifically on improvements to gender equity-related drivers within Flexible Work. The development of this action plan is currently being overseen by the VC's Gender Equity Committee and will be submitted to the Committee for formal University endorsement.

The new staff agreements include several additional flexibility clauses which provide for the University and staff to work more flexibly in a broader range of circumstances. This includes in relation to parental responsibilities (regardless of gender), caring responsibilities, experiences of domestic and family violence, and transition to retirement. The additions also include new provisions regarding remote working arrangements with clearer eligibility and process for requesting remote working. All of these forms of flexible working within our staff agreements will particularly affect employment opportunity for women in our workplace, allowing better retention, succession and pay outcomes.

Western Sydney University recognises that the changing context of work has created new challenges and opportunities for employers and employees that require workplaces to embrace greater flexibility. In promoting flexible work options which enable staff to balance their work requirements with personal and family priorities, the policy seeks to improve gender equity outcomes in the workplace; maintain positive staff wellbeing and engagement; enhance the overall capacity of our organisation, and our staff to maintain and even improve productivity by increasing staff morale and reducing absenteeism; and facilitate increased staff retention, and subsequently maintain organisational knowledge.

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

The University has made significant progress in this space during this reporting period by ensuring that parental leave provisions in both Staff Agreements are completely gender neutral. This will allow our male staff more opportunity to make use of paid and unpaid leave as parents of a new child. We look forward to tracking the gender trends in the uptake of these new provisions over the next couple of years.

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

Not aware of the need

- 2.3. Breastfeeding facilities**

Yes

Available at ALL worksites

- 2.4. Childcare referral services**

Yes

Available at SOME worksites

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

No

Other

Other: Noting that informal peer-based coaching for parents returning from parental leave is at times available through Engaged Parents Network and other informal sources.

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

No

Not aware of the need

2.10. Parenting workshops targeting mothers

No

Not aware of the need

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

No

Not aware of the need

2.12. Support in securing school holiday care

No

Not a priority

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.

Under the SAGE Cygnet Award program, Western Sydney University has developed a Further Action Plan focusing specifically on staff who are parents and carers. This plan has been endorsed by the VC's Gender Equity Committee and stipulates specific actions the University is currently undertaking in this space.

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; Strategy

- 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 Non-Managers

Yes

Voluntary question: All Non-Managers

- 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.**

The Vice Chancellor is the chairperson of Respectful Relationships Taskforce and communicates regularly on expectations in this area and also encourages members of the taskforce to freely share and circulate within the University community any information, discussions and/or papers arising from committee business, VC email to all Deans to request that information about sexual harm be displayed before every class at start of 2023 session, VC address to all senior staff at Senior Management Group Conference in 2022 about their role to stop and prevent sexual harassment in the workplace.

Currently implementing 6 point action plan via the Audit Risk Committee titled 'Legislative Amendments Regarding Sexual Harassment in the Workplace Action Plan' which includes actions on policy; complaints process; onboarding; training; further risk assessment; and communications campaign.

Regular non-identifying reporting of this information is provided to the Respectful Relationships Taskforce, which includes key management representatives, including

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members of the Board of Trustees and is chaired by the Vice Chancellor (CEO). The Taskforce meets quarterly and reviews this data at each meeting.

We are currently undertaking a significant set of work to refresh our processes and mechanisms in relation to the sexual harassment in the workplace. This is a piece of considerable work on behalf of the University in recognition of the insights gained by the Australian Human Rights Commission recent report Respect@Work, and subsequent changes in related legislation.

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; Strategy

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

Yes

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: Counselling support is provided

Training of key personnel

No

Not aware of the need

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

Number of Days:

20

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

Yes

Is the leave period unlimited?

No

Number of days:

20

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

Yes

Is the leave period unlimited?

No

Number of Days:

Access to unpaid leave

Yes

Is the leave period unlimited?

No

Number of days:

Provide Details: No

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

Gender Equity Strategy and Action Plan key objectives and actions relate to domestic and family violence, including:

- Objective 3.4 'Expand understanding of the lived experiences of students and staff.....affected by domestic and family violence and...(implement) system improvements to facilitate continued engagement in study and work.'
- Objective 4.4 'Increase awareness of drivers of gender-based violence through education, and targeted awareness raising activities which focus on the principles of gender equity and respectful relationships....'
- Actions: 1) 'Expand the Domestic and Family Violence Policy to incorporate a set of guidelines.' 2) 'Undertake a literature review of how....prevention of gender-based violence are considered within curriculum across the sector to identify gaps and establish best practice examples...' 3) Mark days of significance for gender equity and diversity such as....Elimination of Violence Against Women...'

Western Sydney University offers staff 20 days leave as part of the Enterprise

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Agreement to attend to matters related to family and domestic violence. This has been an increase from previous years provision, showing the University's support for their staff to attend to these matters. While we do offer unpaid leave as noted in the above questions, it is not unlimited. There is no set defined period for unpaid leave and as such we have not specified number of days. The University would extend support to an employee with management discretion, ensuring the employee is supported.