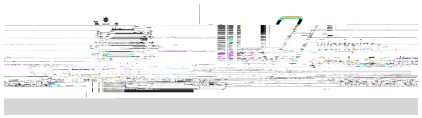

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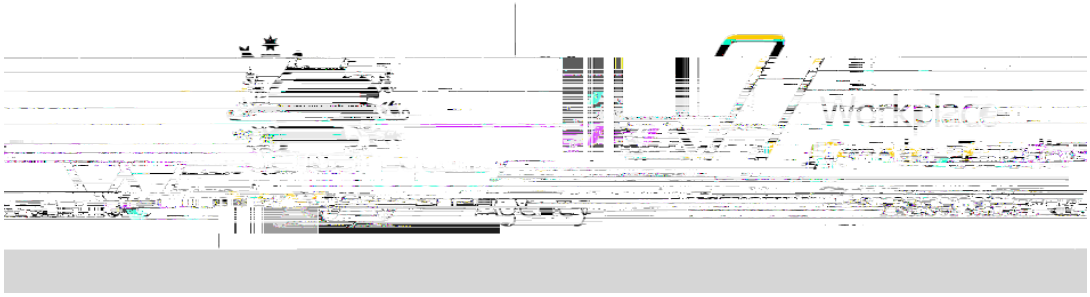

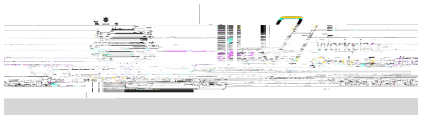

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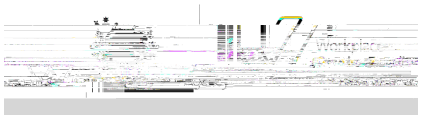
2023 - 24 Gender Equality Reporting

Submitted By:

The University Of Adelaide 61249878937



Date Created: 20-05-2024

Public Reports

Public report documents contains data which will be published in full by WGEA on the Data Explorer. They should, with public report documents, be taken to your CEO or equivalent for review, approval and sign off and must be shared in accordance with the Notification and Access requirements under the ***Workplace Gender Equality Act 2012***.

The following three documents make up your Public Report:

- Questionnaire – Public Report
- Workplace Profile – Public Report
- Workforce Statistics – Public Report

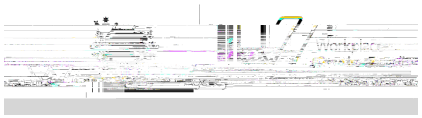
Public reports are used for:

- Review, approval and sign-off of the submission by your CEO or equivalent
- Complying with the Notification and Access requirements outlined below
- Keeping an internal record of what was submitted to WGEA for a particular year

Review, approval and sign-off:

The following documents must be reviewed by the CEO or equivalent of each organisation covered in this submission. More information found here.

- Questionnaire – Confidential Report
- Questionnaire – Public Report
-



Date Created: 20-05-2024

#Workplace Overview

Workplace Overview - Policies & Strategies

***1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?**

This question asks whether your organisation has 'policies' and/or 'strategies' in place that support gender equality in the workplace and what the policies and/or strategies include. These areas are considered key to achieving gender diversity in the composition of your workforce. If you do not have a policy and/or strategy in place, you will have the opportunity to indicate why.

Yes

Policy

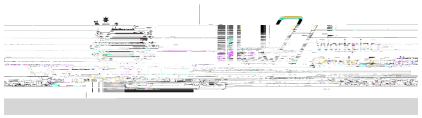
1.1a Do the formal policies and/or formal strategies include any of the following?
Recruitment; Retention; Performance management processes; Promotions; Succession planning; Training and development; Talent identification/identification of high potentials; Key performance indicators for managers relating to gender equality; Gender and other aspects of diversity

Provide details:

***1.2 Does your organisation have any targets to address gender equality in your workplace?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people.

Yes
To have a gender balanced governing body (at least 40% men and 40% women); Other
Other: University has a strategy around encouraging uptake of male staff taking up Flexible Working Arrangements, supporting more female staff to take up senior roles



Date Created: 20-05-2024

Workplace Overview - Governing Bodies

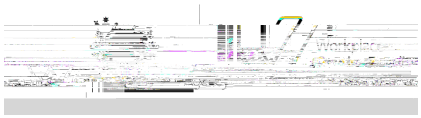
1.4 Identify your organisation/s' governing body or bodies

Governing bodies are the group of people who formulate policy and direct the affairs of an institution in partnership with the managers. The core role of a governing body is the governance of an organisation. Governing bodies:

- ***include voluntary boards of not-for-profit organisations***
- ***are not a diversity council or committee***
- ***are not a global diversity and inclusion team.***

Some organisations have common types of governing bodies. For:

- ***private or publicly listed companies – the governing body is one or more directors or a board of directors***
- ***trusts – the governing body is the trustee***
- ***partnerships – the governing body will be all or some partners (if they are elected)***
-

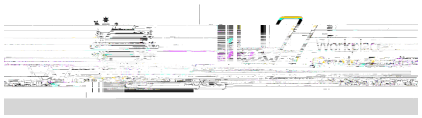


Date Created: 20-05-2024

***C. What type of governing body does this organisation have?**

The type of governing body should be the one that has **primary** responsibility for the governance of each organisation ticked above.

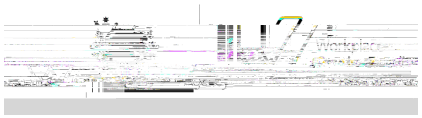
Council



Date Created: 20-05-2024

***G. Has a target been set on the representation of women on this governing body?**

A target is an achievable, time-framed goal that an organisation can set to focus its efforts. A gender balance target is a goal for a specific group of people, in this case the governing body or board. Targets are different from quotas in that they are set by an organisation to suit their own results and timeframes. Quotas are set by an external body with the authority to impose them.



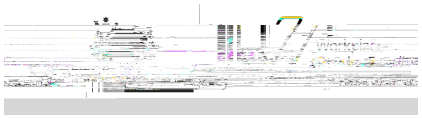
Date Created: 20-05-2024

Employers need to be actively working to understand and address their pay equity and gender pay gaps. The first step in improving your organisation's pay equality and gender pay gap is to conduct your own pay gap analysis and understand what's driving any differentials

***2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?**

This question focuses on the policies and/or strategies your organisation has in place related to equal remuneration (pay equity and the gender pay gap) between women and men. If you do not have policies and/or strategies in place, you will have the opportunity to indicate why. The policies or strategies may be stand alone and/or contained within another strategy/policy.

Yes
Strategy



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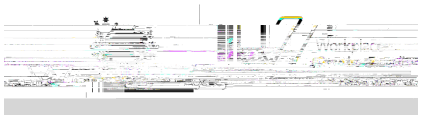
A like-for-like gap analysis which compares the same or similar roles of equal or comparable value; A by-level gap analysis which compares the difference



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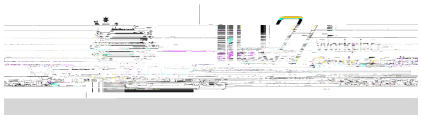
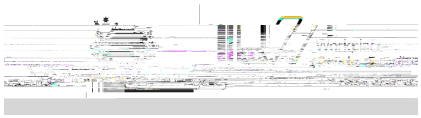
- gender pay equity
- representation of women in management
- recruitment of women in non-traditional areas
- sexual harassment or discrimination.

Yes





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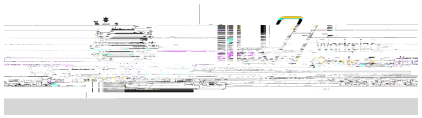

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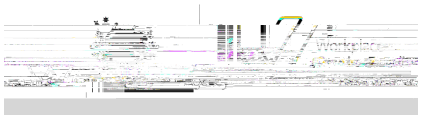

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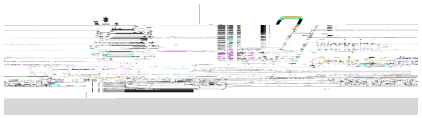

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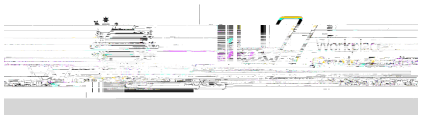

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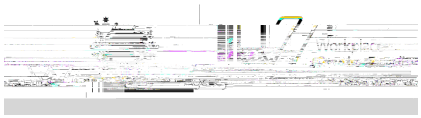

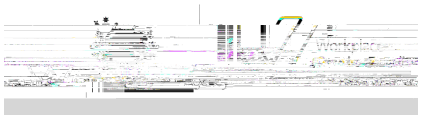

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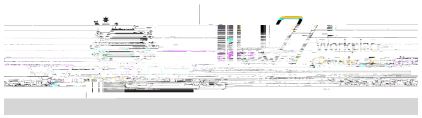

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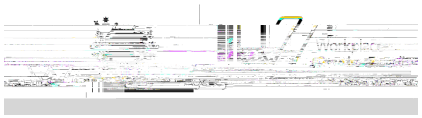

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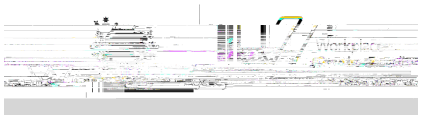
|_;u 1oll†mb1-|bomv -u; l-7; -mm†-tt‹

uoˆb7; ;$-t;tv&9mbˆ;uvb|‹ (b1; _-m1;ttou vr;-hv |o |_;v u;]††t-u =ou†lv bm1t†7bm] ;ˆ;m|v =ou m;‰ v|-==7 ;-7 o= ;;|bm]v: $_; _-m1;ttou]v mm†-t -77u;vv -tvo u;=;u;m1;v

V”:” o;v ‹o†u ‰ouhrt-1; _;-t|_ -m7 v-=;|‹ ubvh l-m-];l;m| ruo1 =otto‰bm]5

";Š†-t _-u-vvl;m| bv - ‰ouhrt-1; _-Œ-u7 |_-| bv hmo‰m |o 1-† _-ul: -m-]bm] |_; ubvhv o= v;Š†-t _-u-vvl;m| v_o††t7 0; r-u| o _;-t|_ -m7 v-=;|‹: ou lou; bm=oul-|bom -0o†| v;Š†-t _-u-vvl;m v-=;|‹ ubvh7 rt;"v=;u‰=ouhho †v|u-tb-=v †b7; =ou ru;ˆ;m|b v;Š†-t _-u-vvl;m|

7;m|b=b1-|bom -m7 -vv;vvl;m| o= |_; vr;1b=b1 ‰ouhrt-1; -m7 _-u-vvl;m|8 om|uot l;-v†u;v |o ;tblbm-|; ou lbmblbv; |_; b7;m



-|; u;-|;79 ‘•J•”J‘•‘“

v;Š†-t _-u-vvl;m| ubvhv -m7 lb|b]-|bom ‰b|_ v|-== -m7 o|_;u r;ort; ‹o† v_-u; - ru;lbv;v ‰b|_Q8 !;rou|bm] |o t;-7;uv_br om ubvhv7 ru;^;m|bom -m7 u;vromv;7 bm1b7;m| l-m-];l;m| ;==;1|b -m-t‹vbv -m7 -1|bomv8 7;m|b=b1-|bom7 -vv;vvl;m| -m7 1om|u |_; ubvh o= ^b1-ubo†v |u-†l- |o u;vrom7bm] v|-==

uo^b7; ;|-btv9

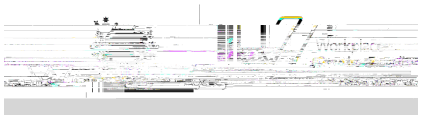
V”:”-)_-| -1|bomvFu;vromv;v _-^; 0;;m r†| bm rt-1; -v r-u v;Š†-t _-u-vvl;m| ubvh l-m-];l;m| ruo1;vv5
-h; ‰ouhrt-1; -7f†v|l;m|v8 _-m]; ou 7;^;tor m;‰ 1om|uo -m7 -1| om - 1††t|†u; -†7b| o= |_; u;t;^-m| 0†vbm;vv ou 7b bm ru;^;m|bom o= v;Š†-t _-u-vvl;m|8 $u-bm b7;m|b=b;7 1

V”:u uol |_; =otto‰bm] tbv|7 ‰_-| 7o ‹o† ruo^b7; |o v†rrou| -==;1|;7 0‹ v;Š†-t _-u-vvl;m|5
$u-bm;77 |u-†l-Jbm=oul;7 v†rrou| v|-==F1om|-1| o==b1;uv8
P :]: Q8 m=oul-|bom ruo^b7;7 |o -tt ‰ouh;uv om ;Š|;um-t v &mbomF‰ouh;u u;ru;v;m|-|b^; v†rrou| |_uo†]_o†| |_; 7bv1tov† !;-vom-0t; -7f†v|l;m|v |o ‰ouh 1om7b|bomv

V”:• uol |_; =otto‰bm] tbv|7 ‰_-| or|bomv 7o;v ‹o†u ou]-mbv ‰bv_ |o 7bv1tov; ou u-bv; 1om1;umv -0o†| bm1b7;m|v u;t-|bm lbv1om7†1|5

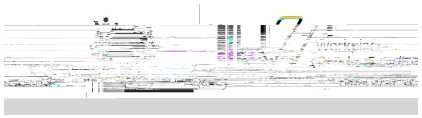
'LVFORVXUH UHIHUV WR D IRUPDO RU LQIRUPDO FRPSODLQW RI ZRUN

uo1;vv =ou 7bv1tov†u; |o _†l-m u;vo†u1;v ou o|_;u 7;vb]m-|; 7bv1tov†u; |o 1om=b7;m|b-tF;|_b1v _o|tbm; ou vblbt-u8 uo1;

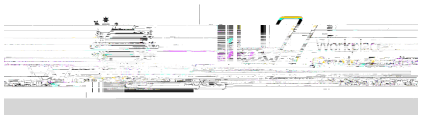


-|; u;-|;79 ‘•J•”J‘•‘“

†l0;u o= =oul-t 7bv1tov†u;v ou 1olrt-bm|v l-7; bm - ‹;-u8 †l
ou 1olrt-bm|v l-7; bm - ‹;-u8 ;m7;u o= |_; 1olrt-bm-m|F-]]ub;
-11†v;7 ou r;ur;|u-|ou8 †|1ol;v o= bmˆ;v|b]-|bomv8 |_;u
|_;u(9- ;Šb| bm|;uˆb;‰ v†uˆ;‹v



7 v	o	+;v	o
v	o	+;v	o
tt l-m-];uv	o	+;v	o



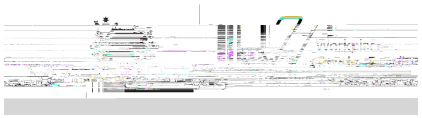
-|; u;-|;79 ‘•J•”J‘•‘“

7bv1ublbm-|bom 0-v;7 om
7ol;v|b1 ^bot;m1;
om=b7;m|b-tb|‹ o= l-||;u +;v

$u-bmbm] o= h;‹ r;uvomm o

t;Šb0t; ‰ouhbm] -uu-m]; +;v

)ouhrt-1; v-=;|‹ rt-mmbm] mo



-|; u;-|;79 ‘•J•”J‘•‘“

11;vv |o †mr-b7 7ol;v|b1 ^bot;m1; t;-^;

+;v

v b| †mtblb|;75

o

o‰ l-m‹ 7-‹v o= †mr-b7 7ol;v|b1 ^bot;m1; t;-^;5

V”:•“ (ot†m|-u‹ u;vromv;9 -^; -m‹ o= ‹o†u ;lrto‹;;v |-h;m r-b7
^bot;m1; t;-^; bm |_; t-v| •‘ lom|_v5

$_bv bm=oul-|bom bv vo†]_| |o bm=oul o^;uml;m| -0o†| †|btb
^bot;m1; t;-^; bm |_; 1om|;Š| o= |_; m;‰ ;m|b|t;l;m| |o ••J7-‹v
^bot;m1; t;-^; -v - -|bom-t lrto‹l;m| "|-m7-u7 †m7;u |_; -bu
;b7;m|b=b;7 7-|- ‰btt 0; v_-u;7 =ou |_bv r†urov; -m7 l-‹ -tvo
) =v r†0tb1 7-|- u;t;-v; -| -]]u;]-|; t;^;t Pl;-mbm] -1uovv |_; 9
mo| -| |_; ou]-mbv-|bom-t t;^;tQ:

+;v

V”:•“- o‰ l-m‹ ;lrto‹;;v |ooh r-b7 =-lbt‹ -m7 7ol;v|b1 ^bot;m
bm |_; t-v| •‘ lom|_v5
•

V”:•“0)_-| bv |_; |o|-t m†l0;u o= 7-‹v o= r-b7 =-lbt‹ -m7 7ol
|-h;m 0‹ -tt ‹o†u ;lrto‹;;v bm |_; t-v| •‘ lom|_v5
‘v

V”:•“1 o‰ l-m‹ ;lrto‹;;v |ooh -tt |_; 7-‹v o= r-b7 =-lbt‹ -m7
t;-^; |_-| |_;‹ ‰;u; ;m|b|t;7 |o bm |_; t-v| •‘ lom|_v5
•

: RUN RUFH 0 DQDJHP HQW6 VDWLWLFV 7 DEOH

: RUN RUFH 0 DQDJ HP HQW6 VDWLVWLFV 7 DEOH

7 RWDOHP SOR\ HHV LQFOXGHV 1 RQ ELQDU\