

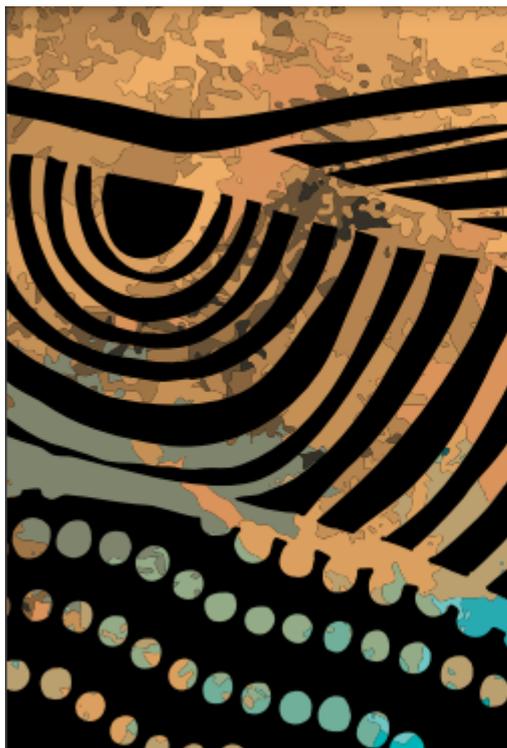


**Flinders
University**

**Gender Pay Gap
Report 2024-2025**

**Employer
Statement**

ACKNOWLEDGEMENT OF COUNTRY



Flinders University acknowledges the Traditional Owners of the lands on which its campuses are located, these are the Traditional Lands of the Arrernte, Dagoman, First Nations of the Southeast, First Peoples of the River Murray and Mallee region, Jawoyn, Kurna, Larrakia, Ngadjuri, Ngarrindjeri, Ramindjeri, Warumungu, Wardaman and Yolngu people. We honour their Elders and Custodians past, present and emerging.

We also acknowledge and pay respect to the Aboriginal and/or Torres Strait Islander nations from which our students, staff and community are from.



Artwork credit

Elizabeth Yani Close
Pitjantjatjara/Yankunytjatjara, 2020

The artwork both explores Connection to Country and speaks to the Landscape around Flinders University, but it also deeply explores and speaks to the concept of many Aboriginal and Torres Strait Islander people travelling to undertake their studies bringing with them knowledge, wisdom and understanding of their own Language Groups and standing together as one.

Gendered Data

Flinders University recognises the non-binary nature of gender. We acknowledge that the terms 'male' and 'female' should refer to biological sex, while 'men' and 'women' should refer to gender. However, due to system limitations, for the purpose of this report, gendered data has been reported as 'male' or 'female' where it has been collected and reported in this manner.

At Flinders University, people are at the heart of everything we do. Our commitment to diversity, equity and inclusion is not an add-on—it is fundamental to who we are. We believe that when every member of our community feels safe, respected, valued and able to contribute fully, we are stronger as a university and more impactful in the communities we serve.

Flinders' commitment to safety, respect, and gender equity is embedded in our founding legislation, the Flinders University Act 1966 (SA), which enshrines principles of equal opportunity, access, and social justice. These principles have shaped our policies and culture for nearly six decades and continue to guide our work today.

Our new strategic framework, [Agenda 2035: Impact with Purpose](#), reinforces these foundations. It affirms our commitment to acting with integrity—with respect, fairness and accountability - and to doing what's right, even when it is hard. We know that we can achieve greater impact by working together and are proud to learn from our Indigenous knowledge holders whose perspectives make our university stronger and extend our impact.

Governance, Culture and Accountability

Strong governance underpins our approach to gender equality and prevention of gender-based harm.

Our [Code of Conduct](#) sets clear behavioural expectations across the University. An extensive suite of policies, procedures and strategies ensures compliance with legislative requirements while actively addressing structural drivers of gender inequality and the gender pay gap.

We maintain well-established structures for raising and resolving concerns related to discrimination, harassment and sexual harassment. Our frameworks support safe reporting, early intervention and consistent, transparent responses.

These safeguards are complemented by proactive programs, leadership development and targeted training delivered across all levels of the University, ensuring that equity, diversity and inclusion are embedded in daily practice — not only reflected in policy.

We recognise that preventing and responding to gender-based violence is fundamental to achieving gender equality. Experiences of harassment, discrimination and exclusion can affect workforce participation, retention and progression — particularly at critical career stages — and are therefore structural contributors to the gender pay gap.

Flinders has prepared and submitted a whole-of-university Action Plan under the National Code of Practice for Higher Education to Prevent and Respond to Gender-based Violence. This Action Plan establishes a comprehensive prevention, response and continuous improvement framework, including governance oversight, risk management, workforce capability development, reporting mechanisms and accountability measures.

Implementation of the code has been intentionally aligned with our broader equity strategy and gender pay gap analysis to support safer workplaces, stronger leadership pipelines and more equitable workforce representation.

Leadership in Gender Equality

Flinders University continues to demonstrate sector-leading commitment and performance in gender equality.

In 2025, Flinders became the first university in the world to achieve a **Gold rating** under the Sustainability Tracking, Assessment & Rating System (STARS™) 3.0 criteria. This achievement recognised the strength of our social equity programs and the impact of our gender equity and inclusion initiatives.

Flinders has also received international recognition through the 2025 Times Higher Education Impact Rankings, achieving:

- **#1 in Australia** and **#5 globally** for SDG 5: Gender Equality
- **#1 in Australia** and **#2 globally** for SDG 10: Reduced Inequalities

These results reflect sustained, institution-wide efforts to promote fairness, inclusion and equitable opportunity both within our university and across the broader higher education sector.

Athena SWAN and Sector Recognition

Flinders holds Athena SWAN Bronze Accreditation through Science in Australia Gender Equity (SAGE) and has now achieved **five SAGE Athena SWAN Cygnet Awards**, demonstrating targeted, evidence-based progress across priority areas.

These include strengthened support for Aboriginal and Torres Strait Islander staff and students, enhanced support for parents and carers, improved menopause awareness and workplace support, and strengthened prevention and response efforts in relation to sexual misconduct.

Notably, Flinders is currently the only university to have received an Athena SWAN Cygnet Award specifically recognising leadership in raising awareness and support for menopause in the workplace. This achievement highlighting our sector-leading approach to addressing life-stage barriers that disproportionately affect women's workforce participation, retention and career progression.

With five Cygnets now secured, work has now commenced on progressing toward **Athena SWAN Silver accreditation**, reflecting our commitment to embedding structural reform and delivering measurable gender equity outcomes across the employee lifecycle.

While accreditation milestones are important, they represent only steps in an ongoing journey. Our continued focus remains on reducing and removing barriers to recruitment, retention and career progression for all staff, and on achieving equitable

gender representation across all roles and levels to support sustainable reduction of the gender pay gap.

Supporting Career Continuity and Inclusion

Our initiatives addressing workforce participation and retention include:

Menopause-Friendly Accreditation – First Australian University

Flinders has established itself as a national leader in creating a menopause-inclusive workplace, delivering comprehensive education for staff and leaders, embedding evidence-based resources, and normalising conversations about menopause across the organisation. We have strengthened policy and practice to ensure staff experiencing menopause can access meaningful workplace adjustments and feel supported to thrive. Our advocacy and visibility work has driven cultural change and reduced stigma, positioning Flinders as an exemplar in the sector.

This leadership was formally recognised when Flinders became the first university in Australia to receive Menopause Friendly Australia accreditation, marking a significant milestone in our commitment to staff wellbeing and gender equity.

Best Practice Breastfeeding Friendly Workplace Accreditation

As highlighted in our third successful Athena Swan Cygnet application (Parents and Carers), we continue to work towards eliminating barriers which prevent parents and carers from being fully involved in their workplace.

In 2024 Flinders was again awarded Breastfeeding Friendly Workplace (BFW) Best Practice standard by the Australian Breastfeeding Association.

This Best Practice award shows we have reached and maintain high BFW standards, including:

- Enabling exceptional work options including lactation breaks and flexible work arrangements
- Providing dedicated spaces to breastfeed and express that are private, welcoming and comfortable
- Embedding a breastfeeding-friendly culture within the workplace.

These initiatives address practical and cultural barriers that can disrupt career progression and contribute to gender imbalances in senior roles.

Women in STEM

Flinders University's College of Science and Engineering operates a comprehensive, multi-layered strategy to recruit, attract, and retain women in STEM. Key student programs undertaken—including STEM Women Branching Out, the STEM Enrichment Academy, targeted school outreach initiatives, and pathways along with STEM enhancement courses, all of which have supported the growth of women's participation in STEM.

These efforts:

- Support the pipeline of women entering STEM through school-based enrichment and outreach. as well as supporting
- success in building confidence, visibility, leadership capability, and industry connections for women across all stages of the STEM pathway.

While women typically represent only 20% of academic applicants—with similar interview success rates to men—the primary barrier is attraction.

In 2024, a targeted women-only recruitment round for a Lecturer in Engineering (Teaching & Research) in the Engineering & Design program generated 76 high-calibre applications, a 620% increase on previous rounds, leading to multiple appointments from the strong candidate pool.

Staff Experience

The results of Flinders University’s biennial staff survey (Your Voice Survey) consistently demonstrate strong employee confidence with gender equality being one of the areas with the highest levels of satisfaction among staff. In 2024, 89% of respondents gave favourable responses, continuing a positive 8 year upward trend (Image 1).

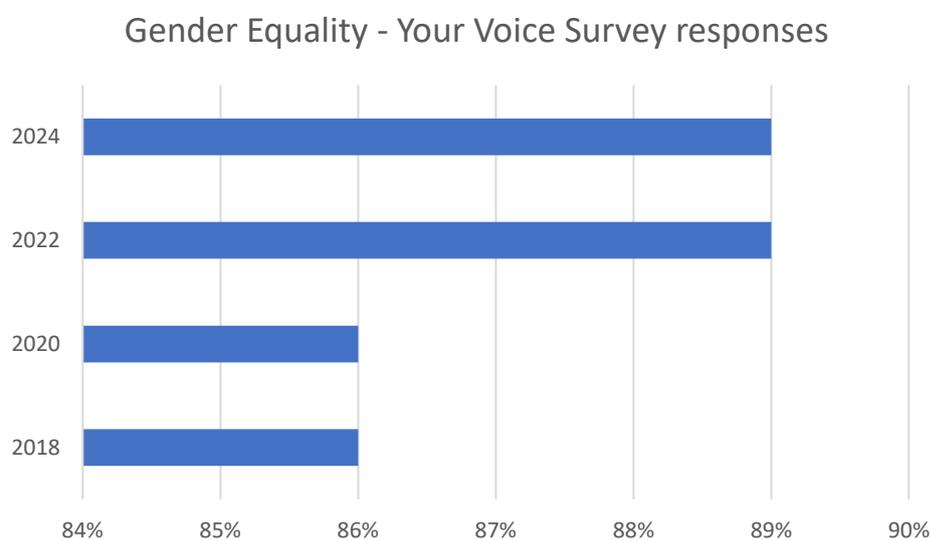


Image 1: Source: Your Voice Survey breakdown of favourable score changes 2018 - 2024 by Gender Equality category. Figures are representative of % Favourable responses from staff

Gender Pay gap results 2024 - 2025

Summary:

Flinders' Gender Pay Gap: year-on-Year Comparison

Flinders' gender pay gaps improved across all four WGEA-reported metrics in 2024–25 compared with 2023–24. The most notable change was a **1.2 percentage point reduction in the median base salary gap**, decreasing from 9.3% to 8.1% (table 1).

Table 1: Source WGEA Reporting Executive Summary (2024 – 25)

All Employees	2022 - 2023	2023 - 2024	2024 - 2025
Average total remuneration	11.2%	11.8%	11.6%
Median total remuneration	9.7%	9.7%	8.5%
Average base salary	10.4%	11.3%	10.6%
Median base salary	7.9%	9.3%	8.1%

Note: The gender pay gap calculation in 2022 – 23 does not include the remuneration for CEOs, Heads of Business and casually employed managers. It therefore is not directly comparable to 2023 – 24 and 2024 – 25 pay gaps.

Flinders Gender Pay Gap compared to other Employers

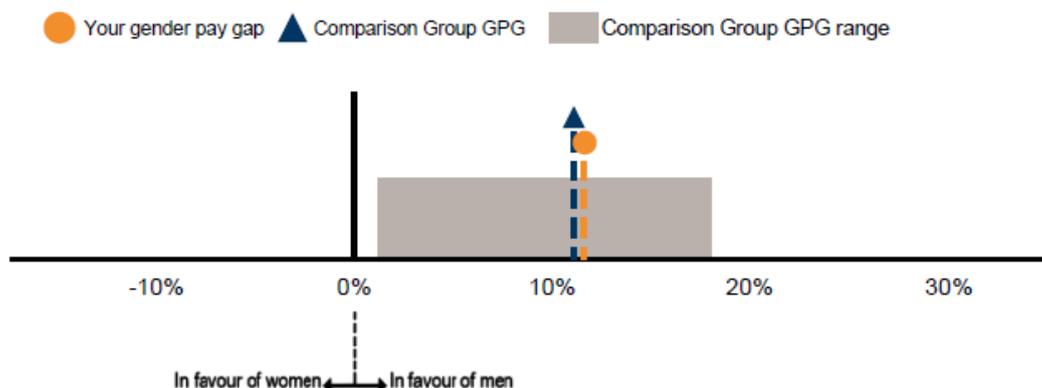
Flinders' median total remuneration and median base salary gaps were broadly comparable with those of the Industry Comparison Group, indicating that while continued progress is needed, Flinders performs close to sector benchmarks (see Table 2).

Table 2: Source WGEA Reporting Industry Benchmark Report 2024 – 25)

	Your organisation	Comparison Group
Average total remuneration	11.6%	11.0%
Median total remuneration	8.5%	8.5%
Average base salary	10.6%	10.3%
Median base salary	8.1%	7.1%

As detailed in the chart below Flinders average total remuneration GPG is **11.6%** (in favour of men), and the mid-point of all employer GPGs in the Comparison Group is **11.0%**.

Table 3: Source WGEA Reporting Industry Benchmark Report (2024 – 25)



Flinders is not satisfied with this gender pay gap and there is still much work to be done in this space.

Detailed below is an outline of Flinders commitment, strategies and initiatives designed to increase gender balance and reduce our gender pay gap in relation to the 3 Gender Equity comparisons contained in the WGEA reporting Industry Benchmark Report.

- Gender Equity 1 – workforce composition
- Gender Equity 2 – gender balance of governing bodies
- Gender Equity 4 – where it relates to parental leave.

Gender Equity 1 – Workforce composition

At Flinders, 67% of staff are women, and 33% are men. 55%¹ of staff are employed in professional positions, with the distribution of women in comparison to men disproportionately higher in professional roles. (Image 2).

¹ by headcount, fixed-term and continuing

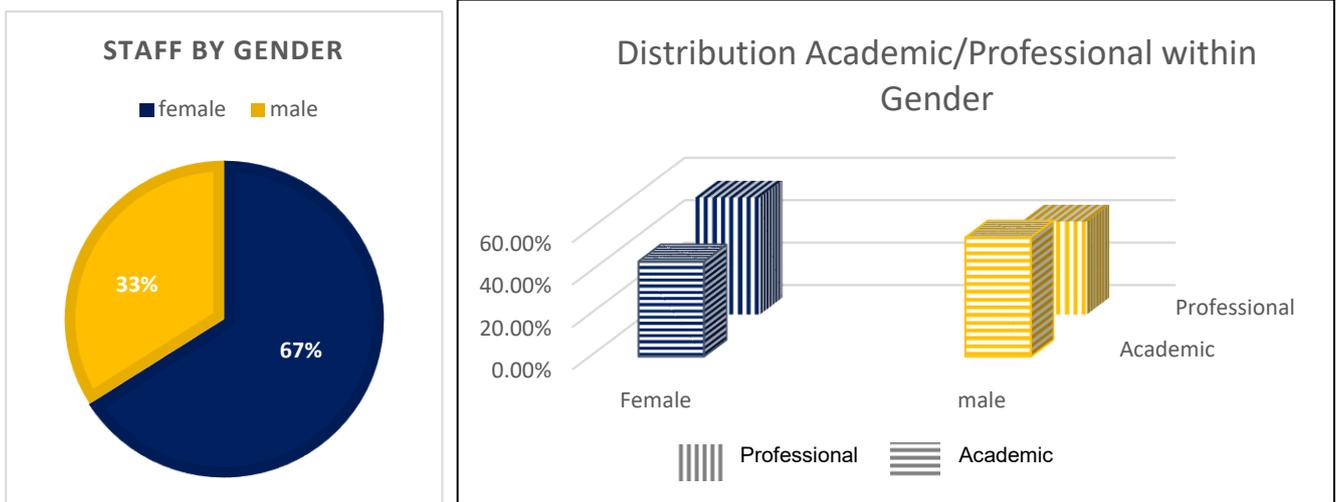


Image 2: Source: Planning and Analytical Services/Professional and academic, fixed-term and continuing staff (headcount) by gender all staff and disaggregation by academic/professional as at 18.2.26

Female staff are underrepresented² both at Academic, and Professional senior levels³ (Image 3).

Continuing and Fixed-Term Academic and Professional Staff by Level and Gender

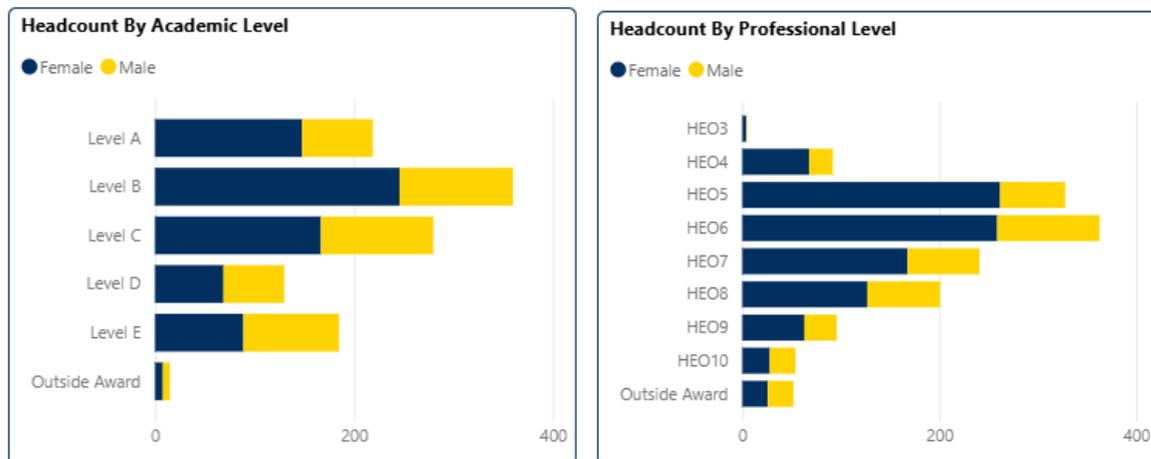


Image 3: Source: Planning and Analytical Services/FLIP Athen SWAN Report/Headcount by Academic and Professional level by gender as at 18.2.26

It is recognised that this imbalanced gender representation across professional and academic staff cohorts as well as the gender imbalance at senior levels in comparison to Flinders overall workforce composition (67% women, 33% men) continues to be a key factor contributing to our gender pay gap.

² proportionate to the overall female employment ratio (67%)

³ Academic Level D/E and HEO9 and above

As a result of data collected through our Athena Swan Bronze accreditation process, several actions were embedded within our action plan to address the underrepresentation of women at senior leadership levels.

Subsequently, as part of our commitment to gender equity, Flinders University has undertaken several initiatives aimed at increasing the number of women employed at senior academic levels.

This has included promoting the ability for staff to apply for special measures in our Academic promotion process. A mechanism, allowing recognition of achievements relative to opportunity in circumstances where interruption associated with typically gender specific barriers such as caring responsibilities can be considered as part of the promotion process. Peer support and leadership, programs have also been developed and promoted.

Gender Equity 2 – Gender balance of governing bodies

The duties and responsibilities of our governing, principal policy and decision-making body (Flinders University Council), adheres to the principles of equal opportunity, access, equity and social justice as governed by the [Flinders University Act 1966 \(SA\)](#).

Flinders is committed to the achievement of gender balance in its decision-making processes. While accepting that this is not always possible, the University's goal is for representation on all major committees of at least 40% women, 40% men and 20% any combination of women men or not-binary.

This is governed by Flinders Gender Representation on Committees Policy and applies to:

- Council and its standing committees
- Other central committees of the university
- College Boards and major sub-committees of each College
- Ad hoc committees established to undertake major reviews, and
- Appointment committees.

Gender Equity 4 – Family and caring responsibilities

Our universally available (gender-neutral) policies and support structures are designed to support all staff to undertake individual family and caring needs, whilst continuing to be engaged in University life and thrive in their careers.

Our Enterprise Agreement Flinders University Enterprise Agreement 2023 – 2026 changes sought to increase this support by including:

- adoption of gender-neutral language
- increased paid component of parental leave for eligible staff members from eighteen (18) weeks to twenty-five (25) weeks (industry comparison 20 weeks)

- Clarification that a staff member returning from parental leave will be entitled to apply for flexible working arrangements and the application will not be unreasonably refused.

In 2024 available support structures for staff with caring responsibilities were increased this included:

- Development of a “Parental and Caring support guide” to improve access and visibility to available resources for staff and supervisors to help balance work and parental and caregiving responsibilities.
- Updating our parental webpage based on feedback from staff and internal working groups. This is now the “Family and Caring webpage”, and details information and resources available for both staff and supervisors on available parental and caregiving support.
- Launching an inaugural Family Friendly Forum.

Summary

Notwithstanding our successful external gender equity accreditations and positive internal staff survey results, we recognise that in order to address and reduce our gender pay gap further and make long-term positive change, more work needs to be done.

We remain committed to building on the work already started in relation to our Athena Swan Bronze action plan and will continue to review and implement identified key priorities aimed at reducing barriers to employment, and career progression including:

- Building strong talent pipelines to support career progression and gender representation at all levels.
- Requirement for Responsible Officers to undertake policy reviews every 3 years and incorporate relevant diversity and inclusivity considerations in consultation processes.
- Adherence of all Flinders gender specific and equal opportunity policies and procedures including the Flinders Gender Representation on Committees Policy.
- Implementation of our Whole of Organisation Gender-based Violence Prevention and Response Plan and Outcomes Framework.
- Develop and implement Athena Swan Silver Action Plan.

Through these commitments and actions, Flinders University will continue its progress towards a more equitable and inclusive future. Our ambition is clear: to foster a thriving and vibrant culture where every person—regardless of gender, identity, or background—feels valued, supported, and empowered to succeed.

We strive to create an environment where ideas can ignite and where every individual has the opportunity to contribute meaningfully. This commitment directly supports our Agenda 2035 vision to change 10 million lives for the better by 2035.