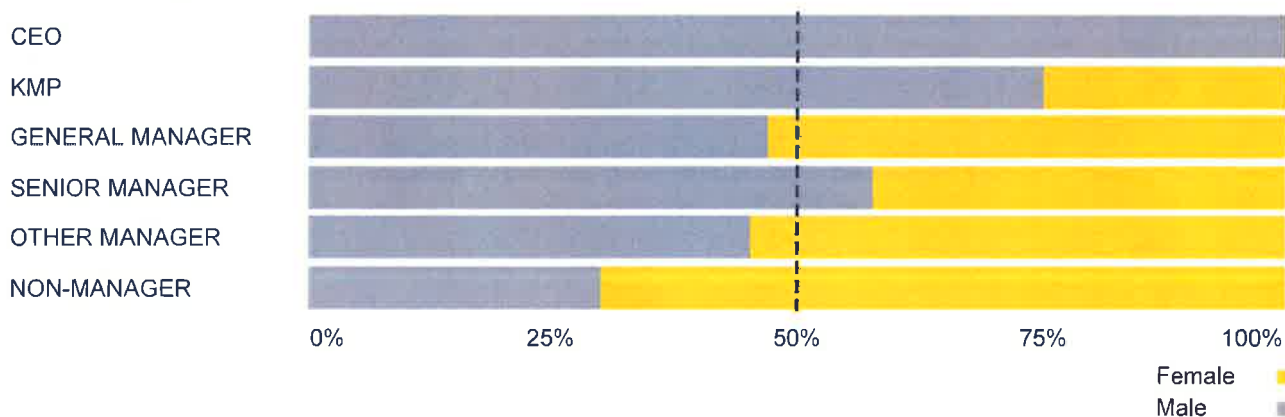


Insights at a glance

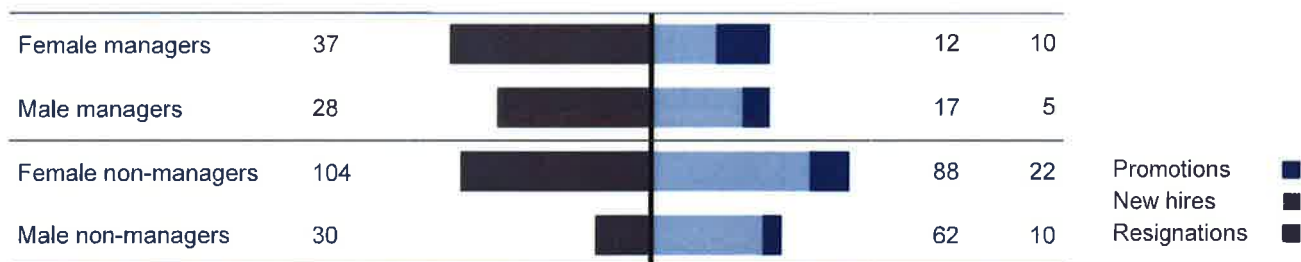
This report summarises your organisation's responses to the 2020 - 2021 Compliance Reporting program. It demonstrates how your organisation is tracking. Please review the Report prior to approving your submission in the WGEA Portal. Full responses can be found in the Appendix.

Workforce gender composition



Employee recruitment and retention

Total number of employees promoted, appointed, and resigned by gender.



Gender equality policies, strategies and actions

Total number of recommended gender equality policies, strategies and actions in your organisations.



Questionnaire overview for best performing submission group

This section summarises your responses to the 'yes/no' questions in the Questionnaire for your Best performing submission group.

Section	Category	Question	Yes No
Action on gender equality 4 of 5	Employee consultation	Have you consulted with employees on issues concerning gender equality in your workplace?	<input checked="" type="radio"/>
	Employer action on pay equity	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)?	<input checked="" type="radio"/>
		Did you take any actions as a result of your gender remuneration gap analysis?	<input checked="" type="radio"/>
	Gender pay gaps	Do you have a formal policy and/or formal strategy on remuneration generally?	<input checked="" type="radio"/>
		Are specific pay equity objectives included in your formal policy and/or formal strategy?	<input type="radio"/>
Workplace overview 3 of 3	Governing bodies	Does this organisation have a governing body?	<input checked="" type="radio"/>
	Policies and strategies	Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?	<input checked="" type="radio"/>
		Do you have formal policy and/or formal strategy in place that support gender equality overall?	<input checked="" type="radio"/>

Questionnaire overview for best performing submission group

This section summarises your responses to the 'yes/no' questions in the Questionnaire for your Best performing submission group.

Section	Category	Question	Yes No
Employee work/life balance	Flexible working	Do you have a formal policy and/or formal strategy on flexible working arrangements?	<input checked="" type="radio"/>
1 of 1			
Employee support	Family or domestic violence	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?	<input type="radio"/>
3 of 4			
	Paid parental leave	Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?	<input checked="" type="radio"/>
	Sex-based harassment and discrimination	Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?	<input checked="" type="radio"/>
	Support for carers	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?	<input checked="" type="radio"/>

CEO Sign-off

I, the CEO, confirms the content of the workplace gender equality compliance submission is accurate and I approve its submission to WGEA

Name of CEO/Head of Business

Professor Colin Stirling

CEO/head of business signature

A handwritten signature in black ink, appearing to read 'Colin Stirling', written in a cursive style.

Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Ty..	Employment..	Manager Category	Female	Male	Total*	
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	6	5	11	
			Non-managers	15	7	22	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	1	0	1	
			Non-managers	4	3	7	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	2	0	2
				Non-managers	3	0	3
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	1	0	1	
			Non-managers	0	0	0	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	5	2	7	
			Non-managers	15	13	28	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	10	1	11	
			Non-managers	59	21	80	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	0	0	0
				Non-managers	7	2	9
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	3	2	5	
			Non-managers	65	17	82	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
3. How many employees (including partners with an employment contract) were externally appointed?		Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	5	7	12
				Non-managers	10	8	18
			Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
				Managers	6	10	16
				Non-managers	36	37	74
	Part-time		Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	0	0	0
				Non-managers	3	1	4
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	1	0	1	
			Non-managers	38	16	54	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Ty..	Employment..	Manager Category	Female	Male	Total*	
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	10	6	16	
			Non-managers	26	9	35	
		Fixed-Term Contract	CEO, KMPs, and HOBs	2	0	2	
			Managers	14	18	32	
			Non-managers	24	5	29	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	4	0	4
				Non-managers	17	2	19
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	7	4	11	
			Non-managers	37	14	51	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	2	1	3	
			Non-managers	22	3	25	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	3	0	3	
			Non-managers	19	0	19	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	3	0	3
				Non-managers	26	1	27
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	2	0	2	
			Non-managers	21	0	21	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	1	1	
			Non-managers	0	10	10	
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	1	1	
			Non-managers	0	7	7	
		Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
				Managers	0	0	0
				Non-managers	0	1	1
	Fixed-Term Contract		CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	1	2	3	
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0	
			Managers	0	0	0	
			Non-managers	0	0	0	

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Ty..	Employment..	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	7	0	7
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

Workplace Profile Table

Industry: Tertiary Education

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	150	175	0	0	325
	Full-time contract	91	88	0	0	179
	Part-time permanent	33	19	0	0	52
	Part-time contract	26	18	0	0	44
	Casual	9	4	0	0	13
Professionals	Full-time permanent	228	151	0	0	379
	Full-time contract	148	96	0	0	244
	Part-time permanent	90	13	0	0	103
	Part-time contract	177	61	0	0	238
	Casual	372	187	0	0	559
Technicians And Trades Workers	Full-time permanent	0	8	0	0	8
Community And Personal Service Workers	Full-time permanent	0	4	0	0	4
Clerical And Administrative Workers	Full-time permanent	203	89	0	0	292
	Full-time contract	117	49	0	0	166
	Part-time permanent	115	15	0	0	130
	Part-time contract	104	9	0	0	114
	Casual	226	83	0	0	309

* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Gender X

Workplace Profile Table

Industry: Tertiary Education

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO	0	Full-time contract	0	1	1
KMP	-1	Full-time contract	3	9	12
GM	-2	Full-time permanent	2	3	5
		Full-time contract	24	19	43
		Part-time contract	0	1	1
SM	-3	Full-time permanent	35	58	93
		Full-time contract	27	23	50
		Part-time permanent	5	10	15
		Part-time contract	4	8	12
		Casual	1	0	1
OM	-4	Full-time permanent	113	114	227
		Full-time contract	37	36	73
		Part-time permanent	28	9	37
		Part-time contract	22	9	31
		Casual	8	4	12

* Total employees includes Gender X