

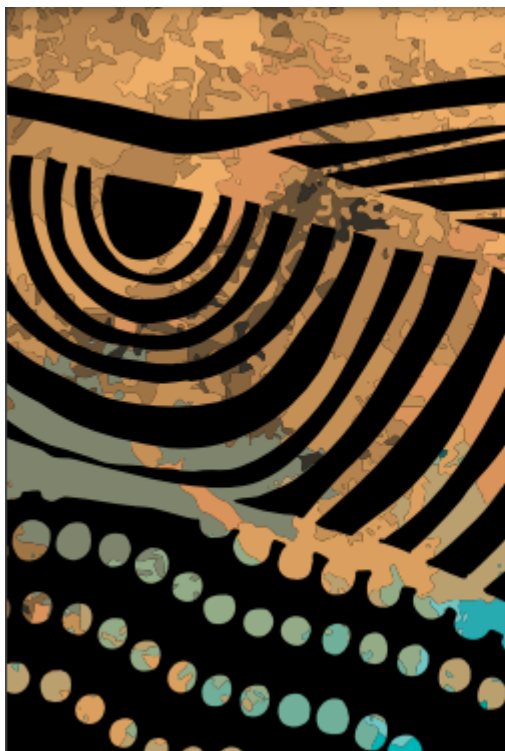


**Flinders
University**

**Gender Pay Gap
Report 2023-2024**

**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 Yanyi 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 we recognise that people are at the heart of our organisation. We are committed to championing diversity, equality of opportunity and a safe and inclusive, values-based community for all.

We understand that embracing diversity and promoting equity, supports the collective strength of our community and further drives innovation, creativity, and excellence.

As such Flinders University's overarching Strategic Plan, [Making a Difference – the 2025 Agenda](#) prioritises our people, and an inclusive, values-based community where diversity is celebrated and equity, inclusion and social responsibility is promoted. Our commitment to equity, diversity and inclusion is embedded under our 'People and Culture' pillar, our [Values and Ethos](#), and in our [Code of Conduct](#)

Flinders has internal policies and strategies which adhere to legislative requirements and support and encourage gender equality, diversity and inclusion in order to close the gender pay gap. These instruments are complemented by programs and initiatives in all areas and at all levels of the University.

This is supported by our well-established structure to address grievances associated with discrimination and harassment, including sexual harassment.

Times Higher Education University Impact Ratings (2024)

The United Nations' Sustainable Development Goals (SDGs) aim to tackle some of the most pressing global challenges. SDG 5, specifically focused on achieving gender equality, highlights this critical issue.

Flinders University has been recognised for making significant contributions to advancing gender equality, ranking 8th globally in the Times Higher Education University Impact Rankings for 2024. This achievement reflects our ongoing impactful efforts toward promoting gender equality.

Staff survey

The results of Flinders University's biennial staff survey (Your Voice Survey) show that gender equality is 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).

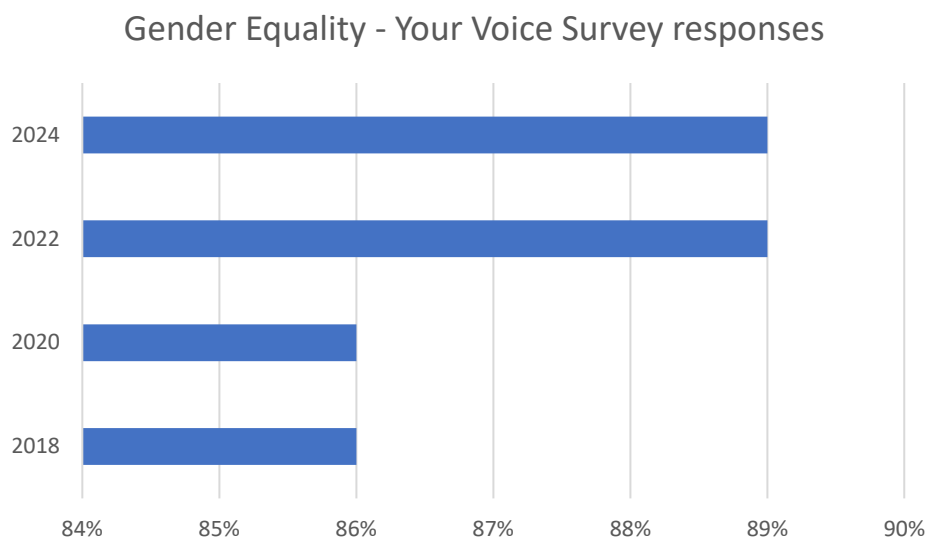


Image 1: Source: Your Voice Survey breakdown of favourable score changes 2018 - 2024 by Gender Equality category. Figures are representative of % Favourable responses from staff

Athena Swan Accreditation

Delivered through the national body SAGE (Science in Australia Gender Equity), Athena Swan is an accreditation and awards program which is used both nationally and internationally to support and transform gender equity, diversity and inclusion within higher education and research.

Flinders received Athena Swan Bronze accreditation in recognition of our ongoing efforts towards achieving gender equity, diversity and inclusion and have successfully obtained three of the five Cygnet awards required to apply for Silver accreditation.

Whilst attaining the Athena Swan Bronze accreditation, and associated Cygnets are important milestones, it marks only a step in our journey. We are committed and continue to champion diversity and seek to deliver equality of opportunity for all by reducing and removing barriers to employment and career progression for all genders.

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.

Gender Pay gap results 2023 - 2024

Summary:

Flinders median gender pay gap in comparison to previous year

Flinders **median total remuneration** WGEA salary gender pay gap remained unchanged for the period 2022-23 to 2023 -24. A percentage change was recorded (1.4%) in our **median base salary** in favour of men (7.9% to 9.3%) (table 1).

Table 1: Source WGEA Reporting Executive Summary (2023 – 24)

| All Employees | 2022 - 2023 | 2023 - 2024 |
|---------------------------|-------------|-------------|
| Median total remuneration | 9.7% | 9.7% |
| Median base salary | 7.9% | 9.3% |

Note: WGEA included CEO salaries in their calculations for the first time this year, making comparisons to previous years' averages inaccurate, and therefore not relevant.

Flinders Gender Pay Gap compared to other Employers

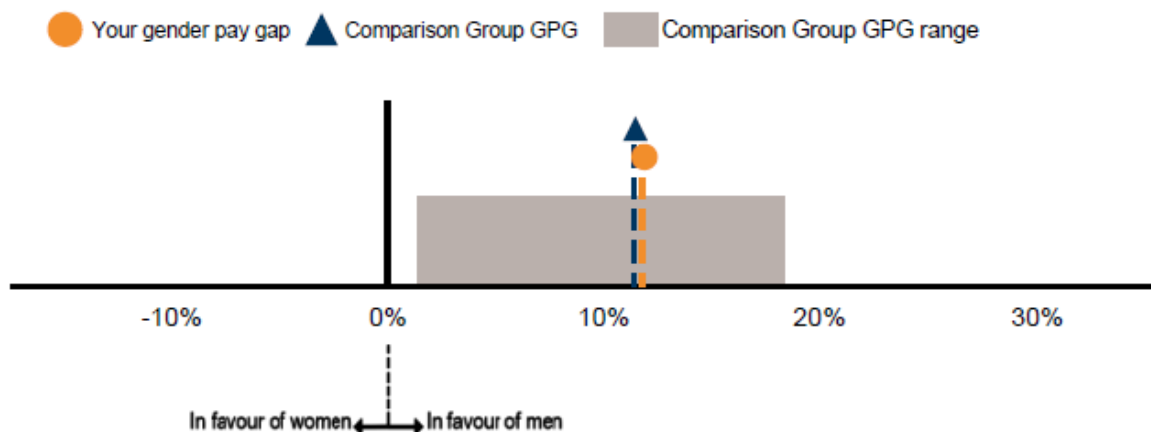
Flinders' median total remuneration and median base salary were comparable to those of the Industry Comparison Group (table 2).

Table 2: Source WGEA Reporting Industry Benchmark Report 2023 – 24)

| | Your organisation | Comparison Group |
|----------------------------|-------------------|------------------|
| Average total remuneration | 11.8% | 11.4% |
| Median total remuneration | 9.7% | 9.5% |
| Average base salary | 11.3% | 10.4% |
| Median base salary | 9.3% | 9.3% |

As detailed in the chart below Flinders average total remuneration GPG is **11.8%** (in favour of men), and the mid-point of all employer GPGs in the Comparison Group is **11.4%**.

Table 3: Source WGEA Reporting Industry Benchmark Report 2023 – 24)



A gender pay gap indicates that there is 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, 66% of staff are women, and 34% are men. 56%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

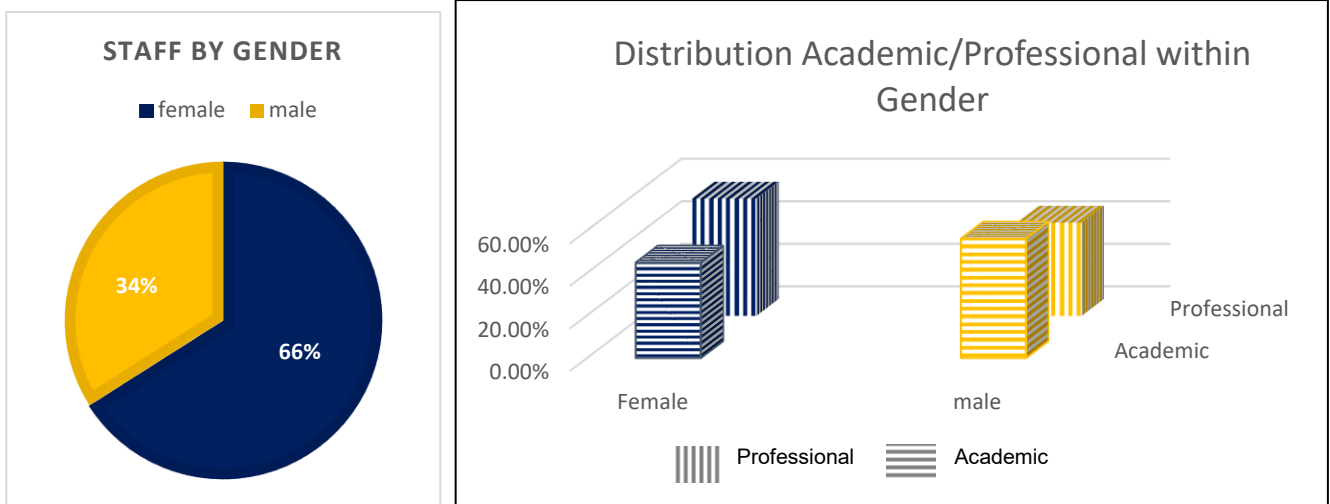


Image 2: Source: Planning and Analytical Services/Professional and academic, fixed-term and continuing staff (headcount) by gender all staff and disaggregation by academic/professional as at 23.1.25

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

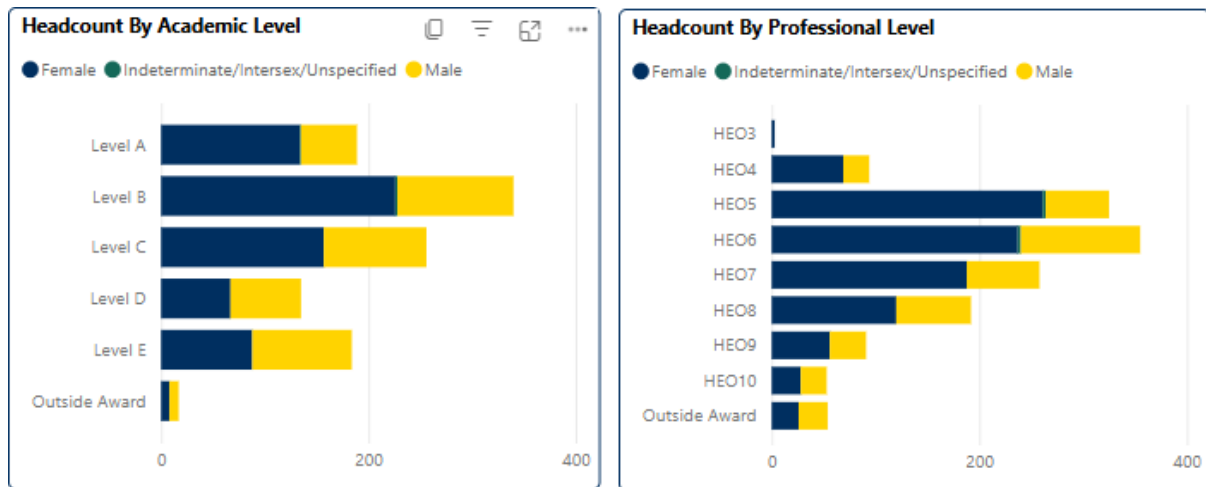


Image 3: Source: Planning and Analytical Services/FLIP Athen SWAN Report/Headcount by Academic and Professional level by gender as at 23.1.25

It is recognised that this imbalanced gender representation across professional and academic staff cohorts as well as the gender imbalance at senior levels continues to be a key factor contributing to our gender pay gap.

² proportionate to the overall female employment ratio (66%)

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 4-year 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 recent 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.

As such into the future 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.