## Organisation and contact details

<table>
<thead>
<tr>
<th>Organisation registration</th>
<th>Legal name</th>
<th>University of Western Australia</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABN</td>
<td></td>
<td>37882817280</td>
</tr>
<tr>
<td>ANZSIC</td>
<td></td>
<td>8102 Higher Education</td>
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<td>Trading name/s</td>
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</tr>
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<td>ASX code (if relevant)</td>
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</tr>
<tr>
<td></td>
<td>Postal address</td>
<td>35 Stirling Highway</td>
</tr>
<tr>
<td></td>
<td></td>
<td>CRAWLEY WA 6009</td>
</tr>
<tr>
<td></td>
<td></td>
<td>AUSTRALIA</td>
</tr>
<tr>
<td></td>
<td>Organisation phone number</td>
<td>(08) 6488 6000</td>
</tr>
<tr>
<td>Reporting structure</td>
<td>Number of employees covered</td>
<td>8,296</td>
</tr>
<tr>
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<tr>
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<td>reported on in this report</td>
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### Workplace profile

#### Manager

<table>
<thead>
<tr>
<th>Manager occupational categories</th>
<th>Reporting level to CEO</th>
<th>Employment status</th>
<th>No. of employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEO/Head of Business in Australia</td>
<td>0</td>
<td>Full-time permanent</td>
<td>0</td>
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<td>Full-time contract</td>
<td>1</td>
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<td></td>
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<td></td>
<td>Part-time contract</td>
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</tr>
<tr>
<td></td>
<td></td>
<td>Casual</td>
<td>0</td>
</tr>
<tr>
<td>Key management personnel</td>
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<td>Part-time permanent</td>
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</tr>
<tr>
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<td>Part-time contract</td>
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</tr>
<tr>
<td></td>
<td></td>
<td>Casual</td>
<td>0</td>
</tr>
<tr>
<td>Other executives/General managers</td>
<td>-2</td>
<td>Full-time permanent</td>
<td>1</td>
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<td></td>
<td></td>
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Date submitted: [Unique report number: pf315xe39p]
## Non-manager

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<th>Employment status</th>
<th>No. of employees (excluding graduates and apprentices)</th>
<th>No. of graduates (if applicable)</th>
<th>No. of apprentices (if applicable)</th>
<th>Total employees</th>
</tr>
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<tbody>
<tr>
<td></td>
<td></td>
<td>F</td>
<td>M</td>
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<tr>
<td>Non-manager occupational categories</td>
<td>Employment status</td>
<td>No. of employees (excluding graduates and apprentices)</td>
<td>No. of graduates (if applicable)</td>
<td>No. of apprentices (if applicable)</td>
<td>Total employees</td>
</tr>
<tr>
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<td><strong>Machinery operators and drivers</strong></td>
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<td></td>
<td>Casual</td>
<td>0</td>
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<tr>
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<td>Casual</td>
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<td>Casual</td>
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<td><strong>Grand total: all non-managers</strong></td>
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<td>4,315</td>
<td>2,885</td>
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</tr>
</tbody>
</table>
Gender equality indicator 1: Gender composition of workforce

Note: Additional help can be accessed by hovering your cursor over question text.

1 Do you have formal policies or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:

1.1 Recruitment?
- Yes (you can select policy and/or strategy options)
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
  - No, currently under development
  - No, insufficient human resources staff
  - No, don't have expertise
  - No, not a priority

1.2 Retention?
- Yes (you can select policy and/or strategy options)
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
  - No, currently under development
  - No, insufficient human resources staff
  - No, don't have expertise
  - No, not a priority

1.3 Performance management processes?
- Yes (you can select policy and/or strategy options)
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
  - No, currently under development
  - No, insufficient human resources staff
  - No, don't have expertise
  - No, not a priority

1.4 Promotions?
- Yes (you can select policy and/or strategy options)
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
- No
  - No, currently under development
  - No, insufficient human resources staff
  - No, don't have expertise
  - No, not a priority
1.5 Talent identification/identification of high potentials?
☐ Yes (you can select policy and/or strategy options)
  ☐ Standalone policy
  ☐ Policy is contained within another policy
  ☐ Standalone strategy
  ☐ Strategy is contained within another strategy
☐ No
☒ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.6 Succession planning?
☐ Yes (you can select policy and/or strategy options)
  ☐ Standalone policy
  ☐ Policy is contained within another policy
  ☐ Standalone strategy
  ☐ Strategy is contained within another strategy
☐ No
☒ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.7 Training and development?
☒ Yes (you can select policy and/or strategy options)
  ☐ Standalone policy
  ☐ Policy is contained within another policy
  ☐ Standalone strategy
  ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.8 Resignations?
☐ Yes (you can select policy and/or strategy options)
  ☐ Standalone policy
  ☐ Policy is contained within another policy
  ☐ Standalone strategy
  ☐ Strategy is contained within another strategy
☐ No
☒ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.9 Key performance indicators for managers relating to gender equality?
☐ Yes (you can select policy and/or strategy options)
  ☐ Standalone policy
  ☐ Policy is contained within another policy
  ☐ Standalone strategy
  ☐ Strategy is contained within another strategy
☐ No
☒ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority
1.10 Gender equality overall?
☒ Yes (you can select policy and/or strategy options)
☐ Standalone policy
☒ Policy is contained within another policy
☐ Standalone strategy
☐ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.11 You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place:
• The University has long recognised the importance of developing the careers of women on staff. A key initiative has been the Leadership Development for Women program (LDW) that will celebrate twenty years of continuous operation in 2014. LDW is a one year program open to all female staff working at UWA. The program combines a broad perspective on leadership and management, with personal and professional development, career development, skills development and networking. The program aims to enhance the leadership skills of participants and to encourage an organisational culture that welcomes women's involvement in leadership and decision making, recognises the value of self-development and reflection, and encourages inclusive leadership styles. Participants are mentored by a senior member of staff as well as participating in peer mentoring groups throughout the duration of the program.
http://www.hr.uwa.edu.au/2197116
• Specific sessions within the Leadership Development for Women program are also devoted to the topics of career development and promotion. This program is currently being re-assess to ensure it's continued relevance to staff

1.12 Should you wish to provide additional information on any of your responses under Gender equality indicator 1, please do so below:
All staff are offered workshops on career development and how to apply for academic promotion. These workshops are developed and delivered by the UWA Organisational and Staff Development Services unit.
• The University has also instituted Performance Development Reviews and Performance Appraisal Reviews as an annual process for staff to undertake with their supervisor/manager, to support career development and success. The Performance Appraisal Review provides staff with transparent, structured feedback on their performance and provides a framework for assessing their readiness for promotion.

2. Academic Promotion
The University has a centralised Academic Promotion Committee that meets ten times each year. The operations of this Committee meet the good practice recommendations articulated in the 2005 research into Academic Promotion in Australian universities. The academic promotion process assesses an applicant's achievements, relative to opportunity. Staff on fractional or joint appointments, and those whose career paths have been interrupted or delayed due to significant periods of leave for caring responsibilities, illness or other non-work related reasons, will have their applications assessed in terms of what has been achieved given the opportunities available. The Committee takes account of an applicant's total body of work, against defined performance criteria, with a particular focus on the achievements since their last promotion.
The principle of assessing academic achievement relative to opportunity has been enshrined within the UWA academic promotion assessment guidelines for many years. The guidelines and their principles have been expanded in recent years, in line with the 2010 Australian Research Council initiative of more explicitly assessing research opportunities and performance expectations rather than 'track record', and in this regard we have worked closely with our Go8 partner institutions. The guidelines are relevant to both male and female applicants, but are of particular use to female applicants to identify within their application the relevant personal circumstances and working arrangements which may have impacted on
their achievement and career trajectory. These circumstances may typically involve having career breaks, or a delayed or diverted career trajectory, due to caring responsibilities.

3. Key Transition Points
We recognise there are key career transition points for our staff, and that in many instances a lack of organisational support at these points can result in the staff member’s career digressing or stalling. These key career transition points include early career academics, staff who are returning from extended periods of leave for caring or illness, and women who have been recruited or promoted into senior academic levels where women are under-represented. We have endeavoured to put appropriate support structures in place at these key transition points.

- Re-Entry Postdoctoral Research Fellowship
Each year, the University offers a Fellowship to facilitate a person’s return to an academic or research career where that career has been interrupted by illness, caring or family responsibilities. The Fellowship is advertised nationally, offers a three-year full-time or part-time-equivalent post and includes a relocation allowance. The Fellowship supports research undertaken independently, or in collaboration with a research team in any school of the University. All but one of the Fellowships have been awarded to a female applicant.
http://www.research.uwa.edu.au/492105

- Fay Gale Fellowship
The Fay Gale Fellowships assist staff at an early stage in their careers to spend a period of time overseas, normally of not less than three months, working in another educational institution. The Fellowship is intended to be broad so as to cater for both academic and professional staff. In assessing applications, the Committee gives preference to staff who have not previously travelled overseas and who have a particular need for assistance because of their family commitments. The Committee also gives consideration to development opportunities previously provided to the applicant by the University, and gives consideration to those applicants who, thus far, have received few or no opportunities to advance their career. Generally three Fellowships are offered each year, and 67% of Fellowship recipients have been women.
http://www.hr.uwa.edu.au/2221668

- Internal Grants: The University has eleven internal funding schemes. All of these schemes assess the applicant’s demonstrated track record relative to opportunity, and where appropriate accommodate part-time employment options.
- Safety Net Scheme: The UWA Safety Net scheme provides bridging support to fund the salary of key academic and professional staff normally supported by external research grant income, when continued funding is discontinued. The consequence of this lack of funding is that the employment of the key staff member would usually need to be terminated. Staff eligible to receive funding from the Safety Net Scheme include research fellows/research associates and senior technical or research staff who have been employed at UWA continuously for at least the past three years. Both full and part-time staff are eligible to apply. Funding is for one year only and is contingent upon matching funds from the faculty and/or school. Since its inception female staff have received 40% of the Safety Net awards.
http://www.research.uwa.edu.au/456185

- The Senior Women’s Network brings together senior women working at UWA. The Network offers collegial and peer support to women working in senior academic or professional staff positions, often in situations where there are few other women in the discipline or immediate work area. The Network aims to ‘foster networking and debate which will raise the profile of women in higher education, address issues of importance to them, and challenge the male-dominated ethos of higher education’. The Network meets annually with members of the University’s Executive. http://www.hr.uwa.edu.au/2199335

- The University recognises that by offering flexible work and leave practices we enable staff to better balance their work with other aspects of their life, and that this is both an attraction and retention tool. The University has a Flexible Work and Leave Practices policy...
that supports a philosophy of Life Balance – where paid work and personal life are not seen as competing priorities. At the core of Life Balance is a commitment by the University to provide employment conditions which are based on the right of employees to request flexible working arrangements. Under this policy employees are encouraged to access flexible work and leave benefits. When a request to access flexibility has been refused, the staff member is entitled to be provided reasons for the refusal. If they believe the refusal has been unfair or ill-considered, they are entitled to seek a review of the decision making by the Director of Human Resources.

http://www.hr.uwa.edu.au/2175203

• The University offers a wide range of flexible work/leave options including annualised hours, academic year employment, purchasing up to an additional eight weeks of recreation leave per year and a deferred salary scheme whereby staff receive a reduced salary for a period of time in order to fund additional leave up to a period of one year. These offerings are in addition to more standard entitlements such as flexible hours, working from home, compressed working week, job sharing and part time work.

http://www.hr.uwa.edu.au/2184513

• Staff are also able to use their personal leave as carer’s leave in order to care for members of their family. The University adopts a wide interpretation of family and recognises, among others, same-sex relationships and those determined by cultural and other differences. See Clause 30: http://www.hr.uwa.edu.au/2134606

• Timetabling Policy

Teaching staff are offered the opportunity to advise of times during the week when they are unable to teach due to pressing family responsibilities, part time working hours, research commitments or for reasons associated with their religious or cultural practices. See Clause 2.1: http://www.universitypolicies.uwa.edu.au/page/117132

Gender equality indicator 2: Gender composition of governing bodies

2 Does your organisation, or any organisation you are reporting on, have a governing body/board?
☒ Yes
☐ No

2.1 Please complete the table below. List the names of organisations on whose governing bodies/boards you are reporting. For each organisation, enter the gender composition (in numbers, not percentages) of that governing body/board; and where in place, include what percentage target has been set relating to the representation of women, and the year the target is to be reached.

IMPORTANT NOTE: where an organisation name has been entered in the table, you must enter the gender composition NUMBERS of that governing body/board. If no target has been set for that particular governing body/board, please enter the number 0 in the % Target column and leave the 'Year to be reached' column blank. Otherwise, please enter a number from 0-100 in the % Target column and a date in the format of YYYY in the 'Year to be reached' column.

<table>
<thead>
<tr>
<th>Organisation name</th>
<th>Gender and NUMBER (NOT percentage) of chairperson/s</th>
<th>Gender and NUMBER (NOT percentage) of other board members</th>
<th>% target for representation of women on each board</th>
<th>Year to be reached</th>
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<td>Senate</td>
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<td>11</td>
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<tr>
<td>Organisation name</td>
<td>Gender and NUMBER (NOT percentage) of chairperson/s</td>
<td>Gender and NUMBER (NOT percentage) of other board members</td>
<td>% target for representation of women on each board</td>
<td>Year to be reached</td>
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</tbody>
</table>
### Gender and NUMBER (NOT percentage) of chairperson/s

<table>
<thead>
<tr>
<th>Organisation name</th>
<th>Gender and NUMBER (NOT percentage) of chairperson/s</th>
<th>Gender and NUMBER (NOT percentage) of other board members</th>
<th>% target for representation of women on each board</th>
<th>Year to be reached</th>
</tr>
</thead>
<tbody>
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<td>F</td>
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<td>30</td>
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</tbody>
</table>

2.1a If you have reported a large number of governing body/board members (over 17) for any organisation listed as having a governing body/board in the table in question 2.1, please tick the box confirming this is an accurate NUMBER, and NOT a PERCENTAGE.

- Yes, the data provided in question 2.1 reflect numbers not percentages.

2.2 For any governing bodies/boards where a target relating to the representation of women has not been set, you may specify why below:

- Governing body has gender balance (e.g. 40% women/40% men/20% either)
- Currently under development
- Insufficient human resources staff
- Don’t have expertise
- Do not have control over board appointments (provide details why):

- Not a priority
- Other (provide details):

2.3 Do you have a formal selection policy or formal selection strategy for governing body/board members for ALL organisations covered in this report?

- Yes
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy

- No
  - No, in place for some governing bodies
  - No, currently under development
  - No, insufficient human resources staff
  - No, do not have control over board appointments (provide details why):
    - Appointments to the senate are made as follows:
      - 4 appointed by the Governor
      - 4 elected by Convocation
      - 3 elected by academic staff
      - 1 elected by Academic Board
      - 1 elected by Professional Staff
      - 3 elected by students
      - the VC ex-officio
      - 3 co-opted members
2.4 Partnership structures only: (do NOT answer this question if your organisation is an incorporated entity (i.e. Pty Ltd, Ltd or Inc)). For partnerships, please enter the total number of female and male equity partners (excluding the managing partner) in the following table. Details of your managing partner should be included separately in the CEO row of your workplace profile. If you have a separate governing body/board of directors, please enter its composition in question 2.1.

<table>
<thead>
<tr>
<th></th>
<th>Full-time females</th>
<th>Part-time females</th>
<th>Full-time males</th>
<th>Part-time males</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equity partners who ARE key management personnel (KMPs) (excluding your managing partner)</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Equity partners who are NOT key management personnel (KMPs)</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

2.5 Should you wish to provide additional information on any of your responses under Gender equality indicator 2, please do so below:

Gender equality indicator 3: Equal remuneration between women and men

3 Do you have a formal policy or strategy on remuneration generally?
   □ Yes
      □ Standalone policy
      □ Policy is contained within another policy
      □ Standalone strategy
      □ Strategy is contained within another strategy
   □ No
   □ No, currently under development
   □ No, insufficient human resources staff
   × No, included in workplace agreement
   □ No, don’t have expertise
   □ No, salaries set by awards or industrial agreements
   □ No, non-award employees paid market rate
   □ No, not a priority
   □ No, other (provide details):

3.1 Are specific gender pay equity objectives included in your formal policy or formal strategy?
   □ Yes (provide details in questions 3.2 and/or 3.3 below)
   □ No
   × No, currently under development
   □ No, insufficient human resources staff
   □ No, don’t have expertise
   □ No, salaries set by awards or industrial agreements
   □ No, non-award employees are paid market rate
   □ No, not a priority
   □ No, other (provide details):

4 Has a gender remuneration gap analysis been undertaken?
   □ Yes. When was the most recent gender remuneration gap analysis undertaken?
Within last 12 months
☐ Within last 1-2 years
☐ More than 2 years ago but less than 4 years ago
☐ Other (provide details):

☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don’t have expertise
☐ No, salaries for ALL employees (including managers) are set by awards or industrial agreements, AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)
☐ No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments)
☐ No, non-award employees are paid market rate
☐ No, not a priority
☐ No, other (provide details):

4.01 Should you wish to provide details on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like, organisation-wide), please do so below: UWA undertook an organisation-wide and a faculty level analysis.

4.1 Were any actions taken as a result of your gender remuneration gap analysis?
☒ Yes - please indicate what actions were taken (more than one option can be selected):
☐ Created a pay equity strategy or action plan
☒ Identified cause/s of the gaps
☐ Reviewed remuneration decision-making processes
☐ Analysed commencement salaries by gender to ensure there are no pay gaps
☐ Analysed performance ratings to ensure there is no gender bias (including unconscious bias)
☐ Analysed performance pay to ensure there is no gender bias (including unconscious bias)
☐ Trained people-managers in addressing gender bias (including unconscious bias)
☐ Set targets to reduce any like-for-like gaps
☐ Set targets to reduce any organisation-wide gaps
☐ Reported pay equity metrics to the board
☒ Reported pay equity metrics to the executive
☐ Corrected like-for-like gaps
☐ Conducted a gender-based job evaluation process
☒ Implemented other changes (provide details):

☐ UWA is in a period of organisational transformation and is in the process of reviewing the promotions process for academic staff, and many of the professional staff structures. UWA will be undertaking self review in preparation of Athena Swann Accreditation and NH and MRC gender expectations.

☐ No
☐ No unexplainable or unjustifiable gaps identified
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don’t have expertise
☐ No, salaries set by awards or industrial agreements
☐ No, non-award employees are paid market rate
☐ No, unable to address cause/s of gaps (provide details why):

☐ No, not a priority
☐ No, other (provide details):
4.2 Should you wish to provide additional information on any of your responses under Gender equality indicator 3, please do so below:

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

5 Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers?

☒ Yes
☐ No
☐ No, currently being considered
☐ No, insufficient human resources staff
☐ No, government scheme is sufficient
☐ No, don’t know how to implement
☐ No, not a priority
☐ No, other (provide details):

5.1 Please indicate the number of weeks of employer funded parental leave that are provided for primary carers.

0

5.2 How is employer funded paid parental leave provided to the primary carer?

☐ By paying the gap between the employee’s salary and the government’s paid parental leave scheme
☒ By paying the employee’s full salary (in addition to the government’s paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks
☒ As a lump sum payment (paid pre- or post- parental leave, or a combination)

6 Do you provide employer funded paid parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers?

☒ Yes, one week or greater
☐ Yes, less than one week
☐ No
☐ No, currently being considered
☐ No, insufficient human resources staff
☐ No, government scheme is sufficient
☐ No, don’t know how to implement
☐ No, not a priority
☐ No, other (provide details):

6.1 Please indicate the number of weeks of employer funded parental leave that are provided for secondary carers.

2

7 How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the past reporting period?

<table>
<thead>
<tr>
<th></th>
<th>Primary carer's leave</th>
<th>Secondary carer's leave</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Managers</td>
<td>41</td>
<td>0</td>
</tr>
<tr>
<td>Non-managers</td>
<td>94</td>
<td>0</td>
</tr>
</tbody>
</table>
8. What proportion of your total workforce has access to employer funded paid parental leave?

<table>
<thead>
<tr>
<th></th>
<th>Primary carer's leave</th>
<th>Secondary carer’s leave</th>
</tr>
</thead>
<tbody>
<tr>
<td>%</td>
<td>40</td>
<td>40</td>
</tr>
</tbody>
</table>

9. Do you have a formal policy or formal strategy on flexible working arrangements?
   - Yes
     - Standalone policy
     - Policy is contained within another policy
     - Standalone strategy
     - Strategy is contained within another strategy
   - No
     - No, currently under development
     - No, insufficient human resources staff
     - No, included in workplace agreement
     - No, don’t have expertise
     - No, don’t offer flexible arrangements
     - No, not a priority
     - No, other (provide details):

10. Do you have a formal policy or formal strategy to support employees with family and caring responsibilities?
    - Yes
      - Standalone policy
      - Policy is contained within another policy
      - Standalone strategy
      - Strategy is contained within another strategy
    - No
      - No, currently under development
      - No, insufficient human resources staff
      - No, included in workplace agreement
      - No, don’t have expertise
      - No, don’t offer flexible arrangements
      - No, not a priority
      - No, other (provide details):

11. Do you have any non-leave based measures to support employees with family and caring responsibilities?
    - Yes
    - No
    - No, currently under development
    - No, insufficient human resources staff
    - No, included in workplace agreement
    - No, don’t have expertise
    - No, not a priority
    - No, other (provide details):

11.1 To understand where these measures are available, do you have other worksites in addition to your head office?
    - Yes
    - No

11.2 Please indicate what measures are in place and in which worksites they are available (if you do not have multiple worksites, you would select ‘Head office only’):
    - Employer subsidised childcare
      - Head office only
      - Other worksites only
Head office and some other worksites
All worksites including head office
On-site childcare
- Head office only
- Other worksites only
- Head office and some other worksites
- All worksites including head office
Breastfeeding facilities
- Head office only
- Other worksites only
- Head office and some other worksites
- All worksites including head office
Childcare referral services
- Head office only
- Other worksites only
- Head office and some other worksites
- All worksites including head office
Internal support network for parents
- Head office only
- Other worksites only
- Head office and some other worksites
- All worksites including head office
Return to work bonus
- Head office only
- Other worksites only
- Head office and some other worksites
- All worksites including head office
Information packs to support new parents and/or those with elder care responsibilities
- Head office only
- Other worksites only
- Head office and some other worksites
- All worksites including head office
Referral services to support employees with family and/or caring responsibilities
- Head office only
- Other worksites only
- Head office and some other worksites
- All worksites including head office
Targeted communication mechanisms, for example intranet/forums
- Head office only
- Other worksites only
- Head office and some other worksites
- All worksites including head office
None of the above, please complete question 11.3 below

11.3 Please provide details of any other non-leave based measures that are in place and at which worksites they are available:
We have a Children on Campus Policy, Flexible Work and Leave Policy, Carers Leave and extra Cultural Leave.
Our Employee Assistance Program extends to family of employees.
Hand in hand with the UWA Guild and Childcare, UniCamp for Kids is available at the Crawley campus during School Holidays.

12 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence?
- Yes
  - Standalone policy
  - Policy is contained within another policy
  - Standalone strategy
  - Strategy is contained within another strategy
No
No, currently under development
No, insufficient human resources staff
No, included in workplace agreement
No, not aware of the need
No, don't have expertise
No, not a priority
No, other (provide details):

13 Other than a policy or strategy, do you have any measures to support employees who are experiencing family or domestic violence?
☐ Yes - please indicate the type of measures in place (more than one option can be selected):
☐ Employee assistance program
☐ Access to leave
☐ Training of human resources (or other) staff
☐ Referral to support services
☐ Other (provide details):

No
No, currently under development
No, insufficient human resources staff
No, not aware of the need
No, don't have expertise
No, not a priority
No, other (provide details):

14 Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):

<table>
<thead>
<tr>
<th></th>
<th>Managers</th>
<th></th>
<th></th>
<th>Non-managers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td></td>
<td>Formal</td>
<td>Informal</td>
<td>Formal</td>
<td>Informal</td>
</tr>
<tr>
<td>Flexible hours of work</td>
<td>☒</td>
<td>☒</td>
<td>☒</td>
<td>☒</td>
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<tr>
<td>Compressed working weeks</td>
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<tr>
<td>Time-in-lieu</td>
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<tr>
<td>Telecommuting</td>
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<tr>
<td>Part-time work</td>
<td>☒</td>
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<tr>
<td>Job sharing</td>
<td>☒</td>
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<tr>
<td>Carer's leave</td>
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<tr>
<td>Purchased leave</td>
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<tr>
<td>Unpaid leave</td>
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</tbody>
</table>

14.1 If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below:
Our employees also have access to annualised hours.

Sabbatical is available to Academic Staff for rapid staff development.
Professional staff have access to study leave.

14.2 Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below:
- Currently under development
- Insufficient human resources staff
- Don't have expertise
- Not a priority
- Other (provide details):

14.3 Should you wish to provide additional information on any of your responses under Gender equality indicator 4, please do so below:

Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

15 Have you consulted with employees on issues concerning gender equality in your workplace?
- Yes
- No
- No, not needed (provide details why):
- No, insufficient human resources staff
- No, don't have expertise
- No, not a priority
- No, other (provide details):

15.1 How did you consult with employees on issues concerning gender equality in your workplace (more than one option can be selected)?
- Survey
- Consultative committee or group
- Focus groups
- Exit interviews
- Performance discussions
- Other (provide details):

15.2 What categories of employees did you consult?
- All staff
- Women only
- Men only
- Human resources managers
- Management
- Employee representative group(s)
- Diversity committee or equivalent
- Women and men who have resigned while on parental leave
- Other (provide details):

15.3 Should you wish to provide additional information on any of your responses under Gender equality indicator 5, please do so below:
During 2014 senior managers, of all genders, attended a number of workshops to discuss and review gender outcomes in the university.
These workshops resulted in an increased focus on gender priorities leadership and improved leadership. We are currently working to put in place the results of the workshops and focus groups and to establish a much bolder gender agenda.

Gender equality indicator 6: Sex-based harassment and discrimination

16  Do you have a formal policy or formal strategy on sex-based harassment and discrimination prevention?
☑ Yes
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, included in workplace agreement
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

16.1 Do you include a grievance process in any sex-based harassment and discrimination prevention policy or strategy?
☑ Yes
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

17  Does your workplace provide training for all managers on sex-based harassment and discrimination prevention?
☐ Yes - please indicate how often this training is provided ('At induction' AND one of the other options can be selected):
☐ At induction
☐ At least annually
☑ Every one-to-two years
☐ Every three years or more
☐ Varies across business units
☐ Other (provide details):

☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

17.1 Should you wish to provide additional information on any of your responses under Gender equality indicator 6, please do so below:
We are very pleased to report that in the next few weeks ALL staff (including managers) will be required to complete on-line prevention of Sex-based harassment. this training has the full support of the Senior Executive, and all new staff will be required to complete the training on commencement.
Other

18 Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.)

The University’s strong performance in equity, diversity and inclusion makes a significant contribution towards the ongoing promotion of a workplace, research and learning environment that prizes inclusivity, respect, fairness and dignity. UWA strives to position itself as an institution that goes beyond compliance by proactively addressing systemic barriers and demonstrating equality and inclusion leadership in the sector and beyond.

Its performance in developing an equitable and diverse workforce ensures the University, as an employer, is tapping into the widest available pool of talent. A broad consultative process will be undertaken in 2015 across the UWA community to develop an exciting five-year UWA Equality and Inclusion Strategy befitting a world-class institution.

Recent successes include:
- In 2014 celebrating 20 years of the Leadership Development for Women Program, demonstrating the University’s continued commitment to developing women to take on leadership roles and challenging the traditional organisational culture.
- Publishing Leading the Way, a book that captures and celebrates the many and varied achievements of the Leadership Development for Women program.
- Seeking improvement by self-evaluation such as Making use of the results of the biennial Working Life Survey to benchmark staff satisfaction with other universities.
- Sponsoring Optimising Faculty Performance: Maximising the potential of academic women. A research project looking exclusively at the careers of academic women in the Faculty of Engineering Computing and Maths.
- Facilitating a research project specifically investigating the role of sponsorship versus mentorship in the careers of Academic women.
- Completing research on the impact of non-linear careers on women in the Academy.
- Our CEO, the Vice-Chancellor Paul Johnson, taking an active role in the Western Australian Chapter of the Male Champions of Change, CEOs for Gender Equity. Professor Carolyn Oldham is the UWA representative on the Education Committee of this group. Fay Davidson is a representative on the Diversity Working group.
- Annual Gender Pay Gap analysis, to monitor the gender pay gap and enables UWA to diagnose performance, set goals and build a comprehensive gender equality strategy.
- Annual reporting to the workplace Gender Equality Agency on the gender pay gap, promotions and policies.
- Working to improve a flexible academic promotion and tenure system that has dismantled structural barriers impeding staff wishing to play active parenting or caring roles by the introduction of Achievement Relative to Opportunity.
- Introducing the Catalyst Program enhances the leadership and development program with focus on mid-career researchers. Leadership Development for Women.
- Implementing a performance management system that encourages all supervisory staff to be proactive in supporting flexible work practices and an appropriate work/life balance, and to model this behaviour themselves.
- Winning the prestigious 2014 Australian Human Resources Industry Award for Cross Cultural Management and demonstrating commitment to including culturally diverse women and encouraging cross-cultural competency.
- Demonstrating commitment to including gender diverse and women of diverse sexuality by being ranked in the top 10 Employers by Pride in Diversity (PID) for LGBTI inclusion.
- Access to quality, affordable and accessible child care on campus.
- A range of flexible working arrangements through the Enterprise Agreements. These include flexible working hours, permanent part time work, job sharing arrangements,
purchased leave, deferred salary scheme, working from home arrangements and parental leave arrangements.

- Adopting a very wide interpretation of family and recognises, among others, same-sex relationships and those determined by cultural and other differences.
- Hosting Uni-Super and other career events for women, including women approaching retirement.
- Offering programs to support key university initiatives such as the Education Futures and the Bio-zone program across several faculties focused on biomedicine.
- An individually negotiated phased retirement system that supports staff making the transition from full time work to full time retirement.
- Career planning and mobility, while not strictly for women only, encourages women to take an active role in steering their professional careers.
- Policies demanding gender balance on short-lists for recruitment, and selection panels.
**Notification and access**

<table>
<thead>
<tr>
<th>List of employee organisations</th>
<th>National Tertiary Education Union</th>
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<tbody>
<tr>
<td></td>
<td>The Community and Public Sector Union</td>
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<td>United Voice</td>
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**CEO sign off confirmation**

<table>
<thead>
<tr>
<th>Name of CEO or equivalent</th>
<th>Professor Paul Johnson</th>
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<tr>
<td>Confirmation CEO has signed the report</td>
<td>Yes</td>
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<th>CEO Signature:</th>
<th>Date:</th>
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