

Workforce Framework

KRA 4.2 The University has a sustainable staffing profile that meets the changing needs of the University's operations. The University continues to cultivate the knowledge, capabilities and skills of its staff to align with the strategic directions and priorities.

This is achieved through ACU's workplace culture, workforce profile and valuing our staff.

Gender Equality Strategy 2015 - 2020

Continuing to build upon ACU's strong gender equality foundations in the University's planning and core business

Workplace Culture

ACU will build a welcoming and safe workplace grounded in our Mission and Values.

Workforce Profile

ACU will ensure its staff profile is flexible and adaptable to deliver on the University's strategic objectives.

Valuing ACU's Workforce

ACU invests in its workforce and individual development, participation and involvement.

Goal 1

ACU staff contribute to a safe, respectful and inclusive working environment, free from sex-based discrimination and harassment.

Goal 2

ACU leaders visibly champion gender equality by seeking opportunities to support gender equality outcomes and communicating progress to the University community.

Goal 3

Flexible work practices are embedded in ACU's culture.

Goal 1

ACU strives to meet gender equality targets that contribute to the achievement of the University's strategic objectives, including gender pay equity.

Goal 2

Gender equality initiatives are incorporated into business planning.

Goal 3

Managers and supervisors provide opportunities for staff participation and feedback at both an organisational and work unit level to embed gender equality across the University.

Goal 1

The University continues to acknowledge and celebrate women's achievements at ACU, both internally and externally.

Goal 2

Career progression opportunities are accessed by all staff members, with a focus on increasing the participation of women researchers, part time staff and staff with caring responsibilities.

Goal 3

Staff are actively supported in their work transitions relating to parental and carer's responsibilities through a range of leave and non-leave people management practices.

Actions:

- New staff members and managers undertake sex-based discrimination training.
- All staff members and managers undertake refresher training in sex-based discrimination and harassment every at least two years.
- The Discrimination and Harassment Advisor network is active.
- ACU leaders actively support, develop and communicate gender equality initiatives and outcomes.
- Training and resources develop Manager's skills in embedding flexible work practices.

Measures:

- Sex-based discrimination and harassment training participation rates reach 100%
- Number of grievances related to sex-based discrimination are managed
- myVoice survey responses relating to sex-based discrimination and harassment
- Communications highlight ACU's achievements in gender equality
- Participation rate of 'Managing flexible work' training for managers
- Participation rate of staff using flexible work arrangements

Actions:

- Data is provided to ACU leaders to assist them to monitor gender equality in their work units on a regular basis.
- Leaders review workforce data and where required develop action plans to meet targets for women's representation at all levels and in recruitment shortlists.
- Gender balance will be a consideration when nominating University Senate members.
- The University conducts a gender pay equity analysis and develops and implements an action plans to address any identified pay gaps.

Measures:

- Women's representation at all levels including senior leadership is not less than 50%
- Recruitment shortlists include at least 50% women
- ACU's gender pay gap is reduced year on year
- The University Senate has 40% women's representation (where the University nominates the positions)
- WGEA and NHMRC compliance
- WGEA Employer of Choice for Gender Equality Citation
- Performance Review and Planning participation rates by gender
- Promotions outcomes by gender
- Participation by women and men in development opportunities

Actions:

- Develop leaders to promote and support gender equality
- Monitor, review and report on parental leave and carer's leave participation and turnover, taking action if gender bias is identified.
- Enhance non-leave measures to support staff with parental responsibilities, e.g. considering options for childcare access.
- Staff who experience domestic violence are supported.
- Talent identification and Emerging Leaders Programs have a focus on gender equality.
- Exploration of initiatives to support men through work and life transitions.

Measures:

- Gender equality initiatives are University led
- People and Culture Advisory Committee steer and monitor gender equality initiatives
- NHMRC requirements met
- WGEA compliance
- Analysis of the impact of return to work from Parental Leave at 1 and 2 years post return including:
 - retention rates of staff
 - Exit Survey data of staff who leave the University after parental leave
 - positions upon return to work (to monitor if they are at the same or higher level).