

Employer Public Report

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Public Reports

WGEA publishes the Public Report, except personal information in whole, or part on the Data Explorer and uses its contents in whole or part for other purposes in electronic or other formats.

Two documents make up your Public Report and can be generated and downloaded after preparing your submission for lodgement:

- Public Report – Questionnaire
- Public Report – Employee Data Tables

The Public Report must be:

- Given to your CEO or equivalent for review, approval and sign off before lodgement.
- Shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012 (the Act)*.

Report contacts will be asked to declare in the Portal that all relevant CEO or equivalents have signed the public report.

Detailed information on the requirements to share the public report with your employees, members or shareholders can be found within the online Reporting Guide on [Notification and Access requirements](#).

Gender Equality Standards

If there is a single entity employing 500 or more employees, they must have a policy or strategy in place against each of the six Gender Equality Indicators. More information can be found within the online reporting guide on [Gender Equality Standards](#).



Workplace Overview

Policies & Strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when backed up by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

Yes

Policy; Strategy

1.1a Do the formal policies and/or formal strategies include any of the following?

Recruitment; Retention; Performance management processes; Promotions; Training and development; Talent identification/identification of high potentials; Key performance indicators for managers relating to gender equality

1.2 Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes

Policy; Strategy

1.2a Do the formal policies and/or formal strategies include any of the following?

Aboriginal and/or Torres Strait Islander background

1.3 Does your organisation have any targets to address gender equality in your workplace?

Yes

Reduce the organisation-wide gender pay gap; Increase the number of men taking parental leave; To have a gender balanced governing body (at least 40% men and 40% women)

1.4 If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

ACU is committed to fostering a safe, respectful, and inclusive workplace culture and working environment that values our people's contributions and enables them to reach their potential. This is grounded in our Mission which expresses a fundamental concern for the dignity of the human person and the common good. Embedding inclusiveness supports our strategic vision



to enable flourishing lives, foster thriving communities and build an ethical future. Our priorities and focus areas are guided by our Strategic Vision 2033; the ACU Our People Plan 2022 - 2025; the Gender Equality, Diversity, and Inclusion Framework (GEDIF); Gender Equality Action Plan (GEAP) and the Athena SWAN Action Plan 2024 - 2030. These plans and actions further embed gender equality, diversity, and inclusion into our everyday actions. These objectives apply an intersectional lens to address the inequity for all staff and, through an examination of the effects of compounding discrimination, eliminate the systemic barriers to success so that all staff can flourish at ACU.



Workplace Overview

Governing Bodies

Gender balance on governing bodies or Boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance in the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of Board members, and taking action to drive change through term limits, gender equality targets and policies.

1.5 Identify your organisation/s' governing body or bodies.

Organisation: Australian Catholic University Limited

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Senate

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	7	7

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

No

Do not have control over governing body/appointments

Details why there is no control over governing body/appointments: ACU's governance framework and related Statutes in the Constitution mean that Senate membership categories, include ex-officio and appointed members

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?



Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 10

For the Members: 12

G. Has a target been set on the representation of women on this governing body?

No

Selected value: Governing body is already gender balanced (at least 40% women and 40% men)

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Aboriginal and/or Torres Strait Islander identity

1.6 If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

For the limited elected positions, the university takes a number of actions to ensure there is representation across the communities it serves. In particular, the university undertakes targeted invitations to encourage nominations by Aboriginal and Torres Strait Islander staff and students. During the reporting period there arose 3 vacancies on ACU's Senate that have subsequently been filled by election processes through to May 2025. The ACU Senate is responsible for the overall governance of the University and has specific responsibilities under the Federal and State jurisdictions in which ACU operates. While ACU meets the 40, 20% representation, targets are challenging to set due to ACU's legislative framework and related Statutes around membership categories, ex-officio members, and appointed and elected members. The ACU Limited Constitution (at s13.4) references gender equity as one of the matters to be considered in elections. Senate is able to recommend potential members of the Senate for consideration, although there are currently no positions over which Senate has direct discretionary appointment authority (the appointment of a female Pro-Chancellor attests to this). In addition to this, other matters that are relevant include the desirability of complying with the emerging Code of Governance Principles and Practice for Australia's Public Universities, which recommends diversity of membership. Our commitments to gender equality are articulated in the University's Gender Equality Action Plan 2022 – 2025 and the Athena Swan Action Plan 2024 – 2030 which include actions to improve gender composition, collect intersectional data across the ACU workforce, and increase diversity across ACU decision-making bodies.



Action on Gender Equality

Gender Pay Gaps

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

Yes

Policy; Strategy

2.1a Do the formal policies and/or formal strategies include any of the following?

To achieve gender pay equity; To close the gender pay gap; To be transparent about pay scales and/or salary bands

2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

Yes

2.2a What type of gender remuneration gap analysis has been undertaken?

Like-for-like pay gaps analysis which compares the same or similar roles of equal or comparable value to identify unequal pay; A by-level gap analysis which compares the difference between women's and men's average pay within the same employee category; Overall gender pay gap analysis to identify the difference between women's and men's average pay and gender composition across the whole organisation

2.2b When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

2.2c Did you take any actions as a result of your gender remuneration gap analysis?

Yes

Identified cause/s of the gaps; Reviewed remuneration decision-making processes;



Reported results of pay gap analysis to the governing body; Reported results of pay gap analysis to the executive; Reported results of pay gap analysis to all employees

You may also provide more detail below on the gender remuneration gap analysis that was undertaken.

2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.

ACU is committed to closing the organisation-wide gender pay gap and to regularly report on progress towards achieving pay equity. This commitment to act is articulated in the University's Gender Equality Action Plan 2022 – 2025 and the Athena Swan Action Plan 2024 – 2030 and is also expressed in the Equal Opportunity Policy and Remuneration Policy. ACU undertakes a gender pay gap analysis annually and examines the key areas of base salary, total remuneration (including loadings, superannuation etc) and compares findings with the previous year. The overall pay gap is attributable to the occupational segregation of the workforce. The level-by-level analysis identified pay gaps were within -5% and +5% at each level, often favouring women. By undertaking the annual analysis, the university seeks to understand the drivers behind pay inequity and to work to reduce systemic barriers (through reviews of policy and systems) and to support decision makers to eliminate gendered outcomes and bias in pay decisions across the university. To do this, we take a multi-faceted approach that: - acknowledges and plans to address women's under-representation in some senior leadership categories; - ensures equitable practices are applied in the application of loadings and/or allowances; - promotes workplace flexibility; - enhances career development and progression opportunities; - promotes broad usage of parental and carer's leave and other supports by staff of all genders. Future actions planned include embedding training opportunities for key employment groups (e.g. managers/supervisors, role of Chair) to mitigate the effects of unconscious bias, inclusive Leadership training for senior leaders, and development of targeted capability uplift and leadership coaching for identified people leader/management groups.



Action on Gender Equality

Employee Consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

2.4 Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

2.4a How did you consult employees?

Employee experience survey; Consultative committee or group; Exit interviews

2.4b Who did you consult?

ALL staff

2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

Yes

Policy

2.8 If your organisation would like to provide additional information relating to employee consultation on gender Equality in your workplace, please do so below.



Flexible Work

Flexible Working Arrangements

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee's commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

3.1 Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy; Strategy

3.1a Do the formal policies and/or formal strategies include any of the following?

A business case for flexibility has been established and endorsed at the leadership level; Leaders are visible role models of flexible working; Flexible working is promoted throughout the organisation; Leaders are held accountable for improving take up and approval of workplace flexibility; All employees are surveyed on whether they have sufficient flexibility; The impact of flexibility is measured and evaluated (e.g. reduced absenteeism, increased employee engagement); Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel

3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	Yes	Yes
Time-in-lieu	No	Yes
Hybrid working (regular days worked from home and in office)	Yes	Yes
Working fully remote (no regular days worked in office)	No	No
Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	Yes	Yes
Purchased leave	Yes	Yes
Unpaid leave	Yes	Yes
Flexible scheduling, rostering or switching of shifts	Yes	Yes

3.3 If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

ACU is committed to fostering a flexible and inclusive workplace, as outlined in our Flexible Working Arrangements Policy, which goes beyond the minimum "Right to Request" provisions under the Fair Work Act. All staff members are eligible to request flexible work arrangements.



In alignment with ACU's Athena SWAN Action Plan 2024-2030, key barrier 5 identified the need to ensure the availability of flexible work for staff and to adopt a consistent approach across the organisation to mitigate any potential impacts on career progression. A range of targeted actions have been identified and are being implemented across the organisation, including the sharing of staff-curated stories that highlight how diverse work patterns have been effectively utilised across the university.



Employee Support for Parents and Carers

Paid Parental Leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that it's a policy that's available to all parents, irrespective of gender, ¹²recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

4.1 Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

Yes, we offer employer funded parental leave using the primary/secondary carer distinction

Do you provide employer-funded paid parental leave for:

Primary: Yes Secondary: Yes

4.1a Please indicate whether your employer-funded paid parental leave is available to:

Primary: All, regardless of gender

Secondary: All, regardless of gender

4.1b Please indicate whether your employer-funded paid primary carers leave covers:

Primary: Birth; Adoption; Surrogacy; Stillbirth; Fostering

Secondary: Birth; Adoption; Surrogacy; Stillbirth; Fostering

4.1c How do you pay employer-funded paid parental leave?

Primary: Paying the employee's full salary

Secondary: Paying the employee's full salary

4.1d How many weeks of employer-funded paid parental leave is available to eligible employees?



Primary:

Lowest entitlement: 8

Highest entitlement: 35

Secondary:

Lowest entitlement: 2

Highest entitlement: 3

4.1e Who has access to this type of employer-funded paid parental leave?

Primary: Permanent employees; Contract/fixed term employees

Secondary: Permanent employees; Contract/fixed term employees

4.1f Do you require carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer-funded paid parental leave?

Primary: No qualifying period

Secondary: No qualifying period

4.1g Do you require carers to take employer-funded paid parental leave within a certain time after the birth, adoption, surrogacy and/or stillbirth?

Primary: Anytime within 12 months

Secondary: Anytime within 6 months

**4.1h Does your organisation have an opt out approach to parental leave?
(Employees who do not wish to take their full parental leave entitlement must discuss this with their manager)**

Primary: No

Secondary: No



4.2 Do you pay superannuation contributions to your employees while they are on parental leave?

Yes, on employer funded primary carer's leave or equally shared parental leave (if applicable); Yes, on employer funded secondary carer's leave (if applicable)

4.3 If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

ACU offers a minimum of 8 weeks paid parental leave to fixed term and continuing staff at commencement, which increases to up to 36 weeks at full pay after 2 years' service, which can be taken flexibly to allow up to 12 months paid parental leave. ACU was the first Australian employer to introduce up to 12 months employer-funded paid parental leave in 2001 (10 years before the government paid parental leave scheme) and has long recognised that paid parental leave, caregiving leave and other supports for staff are impactful strategies that retain employees, improve job satisfaction, reduce gender pay gaps, and enables a return to a supportive work environment that enables caregivers to balance work-life commitments. New and expectant parents have access to paid leave to attend medical appointments associated with pregnancy and other appointments for those expanding their family through surrogacy, adoption, or permanent care order arrangements. This leave provision is offered to all staff regardless of gender, including partners. ACU offers a range of leave and other supports through the parenting journey, such as support to employees during pregnancy, breastfeeding, access to professional counselling services as well as workshops and resources to parents and caregivers. ACU offers flexible work arrangements through the Flexible Working Arrangements Policy. While on parental leave, staff can access up to ten 'keeping in touch' paid days. Staff can extend unpaid parental leave for a further 12-month period. ACU recently re-vamped its supports for expectant and new parents – Expectant and New Parents Guide. The Guide is a practical resource to support staff through their parenting journey across the key stages: preparing for parenthood, becoming a parent, and returning to work following leave. The Guide also includes information for supervisors on how to support staff across each of the key stages. ACU uses an internal online communication platform and includes a dedicated employee group for Working Parents at ACU. This channel enables targeted information to be shared on the supports available at ACU, but also as a vehicle for staff to share their own lived experiences. The University also offers academic staff support to re-establish their research profile following a period of approved parental leave (until 2022 this leave was offered only to women and follows the university's commitments to increase the numbers of males taking parental leave). The Research Awards for Academic Staff following Parental Leave Policy (and related Procedure) offers at least 3 research awards per annum (valued at up to \$12,500 each) and eligible staff can apply within the 2-year period from the date of their return to work at ACU. Through the Childcare Support for Academic Staff Policy, the University also offers childcare reimbursement (up to \$1,250) within 3 years of returning to work at ACU from a period of approved primary carer parental leave to those staff who are presenting a refereed paper at an international conference held either within Australia or overseas.



Employee Support for Parents and Carers

Support for Carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

4.4 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

Yes

Policy; Strategy

4.4a Do the formal policies and/or formal strategies include any of the following?

Gender inclusive language when referring to carers; Support for all carers (e.g. carers of children, elders, people with disability); Paid Parental leave; Flexible working arrangements and adjustments to work hours and/or location to support family or caring responsibilities; Extended carers leave and/or compassionate leave; Other leave available to employees with family or caring responsibilities

Provide details: ACU offers leave to grandparents (up to 10 days) to care for their child and/or grandchild during the first 6 months from the date of birth, adoption, caring order etc.

4.5 Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

Support mechanism	Answer
Breastfeeding facilities	Yes
Information packs for those with family and/or caring responsibilities	Yes
Referral services to support employees with family and/ or caring responsibilities	Yes
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	No
Internal support networks for parents and/or carers	Yes



Support mechanism	Answer
Breastfeeding facilities	Yes
Targeted communication mechanisms (e.g. intranet forums)	Yes
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)	No
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	Yes
On-site childcare	No
Employer subsidised childcare	No
Parenting workshop	No
Keep-in-touch programs for carers on extended leave and/or parental leave	Yes
Access to counselling and external support for carers (e.g. EAP)	Yes



4.6 If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

Our equity, diversity and inclusion website provides information to staff for accessing government resources to assist with searching and securing suitable childcare, holiday care, care when dependents are unwell, and other care programs. Other provisions available include access to special parking, support during extended periods of leave, and flexible work arrangements as outlined in the ACU Staff Enterprise Agreement and Flexible Working Arrangements Policy. A new resource – the ACU Carers Guide – was recently developed and rolled out across the organisation as a practical guide to support staff to balance work and caring responsibilities and provides helpful information to staff and supervisors to assist them in navigating the caring journey. The Guide outlines options for workplace support and entitlements and provides links to an extensive range of useful external resources. The Guide provides helpful conversation starter tips, along with case study examples, to assist both staff and supervisors alike to support those necessary conversations about how ACU can support staff with caregiving responsibilities.



Harm Prevention

Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women's workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

5.1 Do you have formal policies and/or formal strategies on the prevention of and appropriate response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy; Strategy

5.1a Do the formal policies and/or formal strategies include any of the following?

A grievance process; Definitions and examples of sexual harassment, harassment on the grounds of sex and discrimination and consequences of engaging in this behaviour; The legal responsibilities of the employer to eliminate, so far as possible, sexual harassment and how it is demonstrated in the organisation; Leadership accountabilities and responsibilities for prevention and response to sexual harassment ; Disclosure options (internal and external) and process to investigate and manage any sexual harassment; Expected standard of behaviour is clearly outlined and included in recruitment and performance management processes; Guidelines for human resources or other designated responding staff on confidentiality and privacy; Sexual harassment risk management and how control measures will be monitored, implemented and reviewed; Process for development and review of the policy, including consultation with employees, unions or industry groups ; Protection from adverse action based on disclosure of sexual harassment and discrimination; A system for monitoring outcomes of sexual harassment and discrimination disclosure, including employment outcomes for those impacted by sexual harassment and the respondent; The frequency and nature of reporting to the governing body and management on sexual harassment; Manager and non-manager training on respectful workplace conduct and sexual harassment

5.1b If Yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

Answer	
By the Governing Body	Yes
By the CEO (or equivalent)	Yes

5.2 Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

Yes



Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	Yes	No	Yes	No
All non-managers	Yes	No	No	No
The Governing Body	No		No	No

5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; The drivers and contributing factors of sexual harassment; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment; The diverse experiences of sexual harassment and the needs of different people, including women, LGBTIQ+ workers, culturally diverse workers and workers with a disability.; Responding to employees who engage in harassment or associated behaviours

5.3 Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Members of the governing body

Yes

;Annually

Chief Executive Officer or equivalent

Yes

At staff inductions;Annually

5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?

Yes

5.4a Does your risk management process include any of the following?

Identification and assessment of the specific workplace and industry risks of sexual



harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment; Consultation on sexual harassment risks and mitigation with staff and other relevant stakeholders (e.g. people you share premises with); Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions; Identification, assessment and control measures in place to manage the risk of vicarious trauma to responding staff

5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?

Make workplace adjustments; Change or develop new control measures; Undertake and act on a culture audit of the relevant business or division; Train people managers in prevention of sexual harassment; Train identified contact officers; Train staff on mitigation and control measures

5.5 What supports are available to support employees involved in and affected by sexual harassment?

Confidential external counselling (E.g. EAP); Information provided to all employees on external support services available; Union/worker representative support throughout the disclosure process and response; Reasonable adjustments to work conditions

5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?

Process for disclosure to confidential/ethics hotline or similar; Process for disclosure to union/worker representative; Process to disclose after their employment has concluded; Process to disclose anonymously; Special procedures for disclosures about organisational leaders and board members; Process for workers to identify and disclose potential risks of sexual harassment, without a specific incident occurring

5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?

Yes

Number of formal disclosures or complaints made in a year; Anonymous disclosures through a staff survey; Gender of the complainant/aggrieved or victim; Gender of the accused or perpetrator; Outcomes of investigations



5.8 Does your organisation report on sexual harassment to the governing body and management (CEO, KMP) and how frequently?

Governing body

Yes

Annually

CEO or equivalent

Yes

Annually

Key Management Personnel

Yes

Annually

5.8a Do your reports on sexual harassment to governing body and CEO include any of the following?

Identified risks of workplace sexual harassment; Prevalence of workplace sexual harassment; Nature of workplace sexual harassment; Analysis of sexual harassment trends and reporter/respondent profiles; Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment; Consequences for perpetrators of sexual harassment

5.9 If your organisation would like to provide additional information relating to measures to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination, please do so below.



Harm Prevention

Family or Domestic Violence

5.10 Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Policy

5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training of key personnel	Yes
Flexible working arrangements	Yes
Workplace safety planning	Yes
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Referral of employees to appropriate domestic violence support services for expert advice	Yes
Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
Access to medical services (e.g. doctor or nurse)	Yes
Offer change of office location	Yes
Emergency accommodation assistance	No

5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

Access to paid domestic violence leave?

Yes

Is it unlimited?

No

Do you offer paid family and domestic violence leave by negotiation or as needed?

Yes

How many days of paid domestic violence leave?

10



Access to unpaid domestic violence leave?

Yes

Is it unlimited?

Yes

5.13 If your organisation would like to provide additional information relating to family and domestic violence affecting your employees, please do so below.



Public Report - Employee data tables

Program: 2024 - 25 Gender Equality Reporting
Corporate group of: Australian Catholic University Limited
Total group employee count: 3,696

Table 1 – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	170	118	0	0	288
	Full-time contract	96	74	0	0	170
	Part-time permanent	22	12	0	0	34
	Part-time contract	17	5	0	0	22
Professionals	Full-time permanent	375	220	0	0	595
	Full-time contract	64	43	0	0	108
	Part-time permanent	179	35	0	0	214
	Part-time contract	48	25	0	0	73
	Casual	793	325	0	0	1,118
Technicians And Trades Workers	Full-time permanent	26	34	0	0	60
	Full-time contract	5	7	0	0	12
	Part-time permanent	10	3	0	0	13
Community And Personal Service Workers	Full-time permanent	9	5	0	0	14
	Full-time contract	0	2	0	0	2
	Part-time permanent	10	1	0	0	11
	Part-time contract	1	0	0	0	1
Clerical And Administrative Workers	Full-time permanent	219	62	0	0	281
	Full-time contract	44	7	0	0	51
	Part-time permanent	93	13	0	0	107
	Part-time contract	40	8	0	0	48
	Casual	369	101	0	0	473
Sales Workers	Full-time permanent	1	0	0	0	1

* Total employees includes Non-binary

Table 2 – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
CEO	Full-time contract	0	1	0	0	1
KMP	Full-time contract	2	3	0	0	5
GM	Full-time permanent	0	1	0	0	1
	Full-time contract	12	14	0	0	26
SM	Full-time permanent	1	1	0	0	2
	Full-time contract	24	22	0	0	46
	Part-time permanent	1	0	0	0	1
	Part-time contract	5	1	0	0	6
OM	Full-time permanent	169	116	0	0	285
	Full-time contract	58	34	0	0	92
	Part-time permanent	21	12	0	0	33
	Part-time contract	12	4	0	0	16

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period
Question 1
How many employees were promoted?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			22	11	43	32	108
Part-time	Permanent					8	2	10
Full-time	Fixed-term			7	7	4	2	20
Part-time	Fixed-term			1		1		2
N/A	casual							

Question 2
How many employees were promoted from non-manager to manager?

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			6	3			9
Part-time	Permanent							
Full-time	Fixed-term			2	2			4
Part-time	Fixed-term			1				1
N/A	casual							

Question 3
How many employees were internally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			9	2	37	12	60
Part-time	Permanent			1	2	18	3	24
Full-time	Fixed-term			1	1	7	2	11
Part-time	Fixed-term			4		13	1	18
N/A	casual							

Question 4
How many employees (including partners with an employment contract) were externally appointed?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			14	18	99	46	177
Part-time	Permanent			1	2	53	14	70
Full-time	Fixed-term	1	1	6	4	46	17	76
Part-time	Fixed-term			4	2	51	19	76
N/A	casual							

* Total employees includes Non-binary

Table 3 – Employee movements over reporting period (continued)

Question 5
How many employees voluntarily resigned?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			18	16	55	31	120
Part-time	Permanent			3		33	8	44
Full-time	Fixed-term		1	7		19	8	35
Part-time	Fixed-term			1		15	6	22
N/A	casual							

Question 6
How many employees were on primary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			17	2	41	11	71
Part-time	Permanent			4		28	1	33
Full-time	Fixed-term					3	2	5
Part-time	Fixed-term				1	1		2
N/A	casual							

Question 7
How many employees were on secondary carer's parental leave (paid and/or unpaid)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				3	1	10	14
Part-time	Permanent							
Full-time	Fixed-term						2	2
Part-time	Fixed-term							
N/A	casual							

Question 8
How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent					3		3
Part-time	Permanent					1		1
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

* Total employees includes Non-binary