

Gender Pay Action Plan 2017 – 2030

Leading Transformation

We will articulate and embrace leadership and staff behaviours which support our values and promote a diverse inclusive and enabling culture

Goal 1	Goal 2
Achieve greater equality in reward outcomes	Address occupational segregation through strategic job family review

Actions	Success Measures
Review all female Professorial profiles to identify those who are eligible to apply for re-zoning over next 3 years.	Increase proportion of females in zones 1-3 by 2030 to: <ul style="list-style-type: none"> Zone 1 - 33% Zone 2 - 30% Zone 3 - 25%
Apply a matrix approach to professorial/Grade 10 professional services staff reward which will intrinsically link performance rating, position in the salary zone/band and affordability	Reduce pay gaps within each zone/band to: <ul style="list-style-type: none"> +/- 5% by 2020 +/-3% by 2025. Greater transparency across Professorial and Professional Services staff relative to remuneration and job size.
Review total remuneration and overall job design and terms and conditions of employment for those employed in the Operational Job Family	Redress the balance between males and females within Campus Service functions

Attracting Talent

We will build our brand as a global employer of choice and develop creative approaches to secure the best talent.

Goal 1	Goal 2
Positively promote the University to improve successful female application rates	Standard principles in determination of appointing salary

Actions	Success Measures
Create policy to enable the University to use positive action in recruitment, where a significant gender imbalance in the subject area can be demonstrated.	90 % of staff trained in Unconscious Bias by 2030. 10% increase in female applicants to Research and Teaching. Positive action policy/ framework in place.
Increase the number of female applicants and ensuing success rates of females to professorial roles through externally advertised roles through targeted advertising and clearer display of flexible working options	At least 33% of Zone 1 Professors are female by 2020
Ensure parity of pay in Professorial salaries at senior level based on market and internal benchmarking data, particularly at appointment stage	Reduce pay gaps within each zone to +/- 5% by 2020 and by +/-3% by 2025

Supporting Development

We will develop career pathways to enable long-term development, progression and succession planning

Goal 1	Goal 2
Improve career development opportunities for female academics	Equitable, fair and transparent policies and processes that support career development.

Actions	Success Measures
Devise, develop and fund female only fellowships which support independent research in any discipline where females are underrepresented	Females in the R&T job family to make up 50% and 45% in grades 8 and 9 respectively by 2025
Identify and support those on TLS career track to improve readiness to successfully apply for promotion	Increase in female TLS Professors by 2020 to no less than 33% of the total professorial population, in line with University Gender KPI
To conduct a gender audit of all career development and progression processes to ensure the policies and processes are fair in their application	Equitable, fair and transparent policies and processes. No significant gender differences in responses to 2018 Staff Survey questions on equal treatment