

Our gender pay gap employer statement

At ACU we are committed to enhancing gender equality, diversity, and inclusion (GEDI) outcomes. Our actions to address inequity are evidence-based, drawing on comprehensive analysis of key workforce data indicators, including our gender pay gap, which we review annually.

ACU recently received the highly regarded Athena Swan Bronze Award accreditation which recognises our action plan to tackle and dismantle barriers preventing gender equity, diversity, and inclusion (GEDI). Our GEDI framework drives a range of programs, initiatives, and actions to address gender-based inequities, including the gender pay gap.

ACU staff salaries are primarily enshrined in the ACU Staff Enterprise Agreement 2022-2025, with no difference by gender. Analysis of salaries on a level-by-level basis shows pay is close to parity for women and men at most levels. For some senior staff positions which are contract based, however, a higher gender pay gap is evident.

We are confident that our programs of work, supported by strong institutional commitment, will reduce inequities and provide all our people with opportunities to achieve their potential.