

Gender Equality at RMIT UP

RMIT University Pathways (RMIT UP) is committed to fostering gender equality and maintaining an inclusive workplace that celebrates diversity across all genders.

Workplace Gender Equality Agency (WGEA) Pay Gap Employer Statement

RMIT UP's median total remuneration gender pay gap is 3.5%, a decrease from 6.4% in 2024. Due to RMIT UP's size (~250 employees), resignations and new hires can cause fluctuations in our gender pay gap year to year. We are pleased to note that our average total remuneration gender pay gap is 5.5%, within the target range of -5 to +5%.

RMIT UP recognises that the gender pay gap is a key factor in our journey towards equality, and we acknowledge its significance while concurrently addressing broader inclusion and diversity issues.

Workforce Composition

RMIT UP is committed to recognising and actively encouraging gender equality across all levels of governance, management, leadership, and the talent pipeline.

The RMIT UP Board is 40% female and the RMIT UP Executive Leadership Team is 40% female.

A contributing factor to RMIT UP's overall pay gap is the overrepresentation of women in lower-level classifications. We acknowledge the need for continued focus to balance the gender composition across all our classifications.

Building an Equal and Flexible Workplace

At RMIT UP, gender equality is more than a commitment, it is reflected in the everyday experiences of our people. The majority of employees (86%) agree that their immediate manager or supervisor genuinely supports equality between genders, and 90% affirm that sexual harassment and gender-based harassment are not tolerated.

We recognise that creating an inclusive culture also means enabling flexibility in how work is done. Seventy-eight per cent of employees say they have the flexibility they need to manage work and other commitments, and 70% are satisfied with their hybrid working arrangements. Importantly, 72% agree that using flexible work arrangements is not a barrier to success in our organisation. Together, these results demonstrate our ongoing commitment to fostering a safe, equitable and flexible workplace where everyone can thrive.

RMIT UP's support for hybrid working has further enabled effective work-life balance, often without the need for formal flexible working arrangements. As part of our ongoing focus on staff engagement and wellbeing, we will continue to monitor the gender gap in formal flexibility uptake across the organisation.

Next Steps

WGEA acknowledges that pay gap is just one indicator on gender equality, albeit an important indicator that requires continued focus. RMIT UP recognises that a reduction in pay gap can take time, as the gender composition of our workforce evolves in line with the RMIT UP Strategic Plan 2023-2031, and other external factors.

Insights from WGEA reporting will continue to guide our gender equality initiatives. Having successfully completed the Gender Equality Action Plan 2025, RMIT UP is now developing the Gender Equality Action Plan 2026 to ensure our workplace remains one in which everyone, regardless of gender, has equal opportunities for growth, advancement and success.