



# WGEA Pay Gap Report Employer Statement



St John's Grammar School is committed to ensuring that remuneration and working conditions are fair and equitable for all staff. From February 2024, the Workforce Gender Equity Agency (WGEA) will publish St John's Grammar School gender pay gap (GPG) data. This report can be found on the WGEA website [www.wgea.gov.au/data-statistics](http://www.wgea.gov.au/data-statistics)

## Gender Pay Gap

St John's Grammar School's average total remuneration GPG is 8.9% compared with an industry average of 8.5% (A positive percentage indicates men are paid more on average than women, a negative percentage would indicate women are paid more on average).

## Workforce Composition

Operating in an industry which has a predominantly female workforce, this is reflected across all pay quartiles. St John's Grammar School has a greater percentage of women in the upper pay quartile than the industry average and a smaller proportion of women than industry average in the lower quartile. A positive GPG indicator.

## Boards and Governing Bodies

The St John's Grammar School governing body has a 50/50 balanced gender composition.

## Addressing the Gender Pay Gap

The majority of roles at St John's Grammar School are covered by our collaborative Enterprise Agreement where pay rates are transparent and determined by role and tenure with no room for discrimination. The negotiation of this Enterprise Agreement is a consultative, transparent process with staff representatives actively involved in the process.

A range of workplace flexibility options are offered to support working parents and staff with other family responsibilities that may impact their career path. These options are outlined in our Enterprise Agreement and included paid parental leave, paid partner/spouse leave, part-time options and where practicable working from home. St John's Grammar School can also assist with the entry to our onsite Early Learning Centre for children from 3 year of age.

St John's Grammar School will continue to analyse and review the WGEA indicators to ensure gender equity in all aspects of working conditions and will maintain robust policy and procedures to address any unconscious bias, maintain inclusive leadership and respectful behaviour.