2022-2023 GENDER PAY GAP REPORT

About this report

Under Section 15A of the Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Act 2023, WGEA will publish the following in 2024 about St Pius X College, Chatswood:

- **Median Gender Pay Gap** for base salary and total remuneration
- **Gender composition by pay quartiles, and**
- **Associated average total remuneration**

The gender pay gap is a universally recognized metric of workplace gender equality. However, it is a broad and highly contextualized measure, and is one of several that can be drawn upon to signal an employer's commitment to achieving gender equality in the workplace.

St Pius X College presents this statement to our community to address the following:

- To outline our overall commitment and approach to achieving gender equality
- To outline the context and influences on our gender pay gap
- To identify the drivers of our gender pay gap
- To outline our action plan to address these gaps and to amplify existing strengths

St Pius X College, Chatswood is a Catholic school in the Edmund Rice tradition and part of Edmund Rice Education Australia (EREA NSW Schools Ltd). We are committed to gender equality and closing the gender pay gap.

At a glance

The table below shows our overall mean gender pay gap over time and compared to the wider education industry.

All employees	2021-22	2022-23	Industry Comparison	Difference
Median total remuneration	9.6%	6.6%	11.4%	4.8%
Median base salary	8.8%	7.1%	10.9%	3.8%

Table 1: St Pius X College mean gender pay gap compared to the education industry

Source: WGEA Reporting Industry Benchmark Report for St Pius X College 2022-2023 and WGEA Reporting Executive Summary 2022-2023

When comparing this data to the previous reporting period, St Pius X has made improvements to closing the pay gap and is performing better that the industry median. The College aims to close the pay gap.

The chart below divides the St Pius X College workforce into four equal quartiles of employees by total remuneration full-time equivalent pay. The number in each pay quartile represents the proportion of employees of each gender. Our workforce is shown in the top bar, with darker shading. The Industry Comparison Group gender composition for each quartile is shown in the second bar with lighter shading.

A disproportionate concentration of men in the upper quartiles and/or women in the lower quartiles can drive a positive gender pay gap.

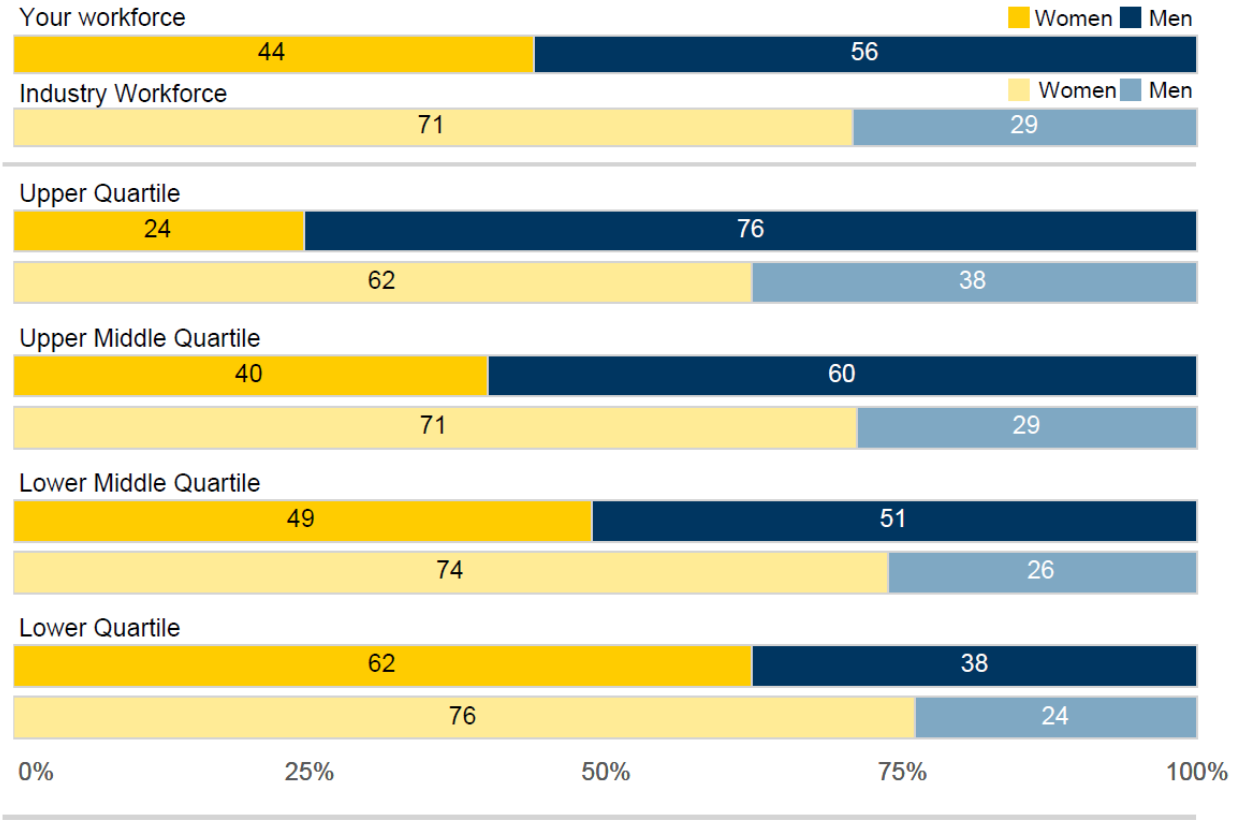

Chart 1: St Pius X College and Education Industry Gender Composition by Pay Quartile
Source: WGEA Reporting Industry Benchmark Report for St Pius X College 2022-2023

Understanding the Gap
Gender alone does not influence the pay gap. It is important to consider the myriad of influences, such as:

- Types of roles: teaching and non-teaching
- The Enterprise Agreement pay scales
- Employee experience and their type of employment: part-time, full-time or casual

The chart above shows that St Pius X College bucks the industry workforce trend by having a more even split with 44% female and 56% male workforce. The industry benchmark is 71% female and 29% male.

Our pay gap is wider in the upper quartile, by 38% when compared to the benchmark, the gap narrows in the upper middle quartile to 11%. The College is well positioned in the lower middle quartile where there is no gender pay gap (1%) and the College is performing 25% better than the benchmark. This is a strength in the data for the College. In the lower quartile, the gender pay gap is 14% smaller than the benchmark and another strength in the data.

St Pius X College is a is a non-selective Catholic boys' school catering for students from Years 5 to 12. We have over 1200 students and 183 employees. The College operates six days a week with a comprehensive co-curricular program that operates before and after school and on weekends. Staff often work six days a week during term time and have a co-curricular commitment on weekends and afternoons. The College operates longer hours than most schools. Staff are remunerated for the extra hours.

'Inclusivity' is one of the Touchstones of an Edmund Rice education and community, we maintain a

focus on increasing the number of women in senior positions. For example, our new Deputy Principal is female. St Pius X College, Chatswood also strives to have the most talented people in roles regardless of gender.

Aims and Action Plan

We are committed to reducing the gender pay gap at St Pius X College. We want our College to be a workplace that is inclusive, where women want to work and are valued. Meaningful change takes time and our goal is to achieve gender equality with out compromising our core values.

Our plan to attract and hire more women into our College include the following interventions:

- Inclusive bias-free recruitment practices
- Enabling more women to progress to senior roles through structured mentoring, personalized professional learning and study subsidies/grants
- Flexible work arrangements
- Increase support for our co-curricular program from highly qualified non-teaching staff

The College welcomes feedback on this report and is open to further strategies that reduce the gender pay gap in our College.

St Pius X College
February 2024