



## 2023-2024 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 2025 about St Pius X College, Chatswood:

- **The average (mean) and 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 the difference in average earnings between women and men in the workforce.

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 Colleges Ltd). We are committed to gender equality and closing the gender pay gap.

### Understanding our Gender Pay Gap

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

| All employees                     | 2021-2022 | 2022-2023 | 2023-2024 | Industry Comparison | Difference |
|-----------------------------------|-----------|-----------|-----------|---------------------|------------|
| Average (mean) total remuneration | 14.3%     | 11.7%     | 13.1%     | 8.9%                | +4.2%      |
| Median total remuneration         | 9.6%      | 6.6%      | 4.0%      | 10.0%               | -6.0%      |
| Average (mean) base salary        | 13.1%     | 10.6%     | 11.8%     | 8.7%                | +3.1%      |
| Median base salary                | 8.8%      | 7.1%      | 1.7%      | 9.1%                | -7.4%      |

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

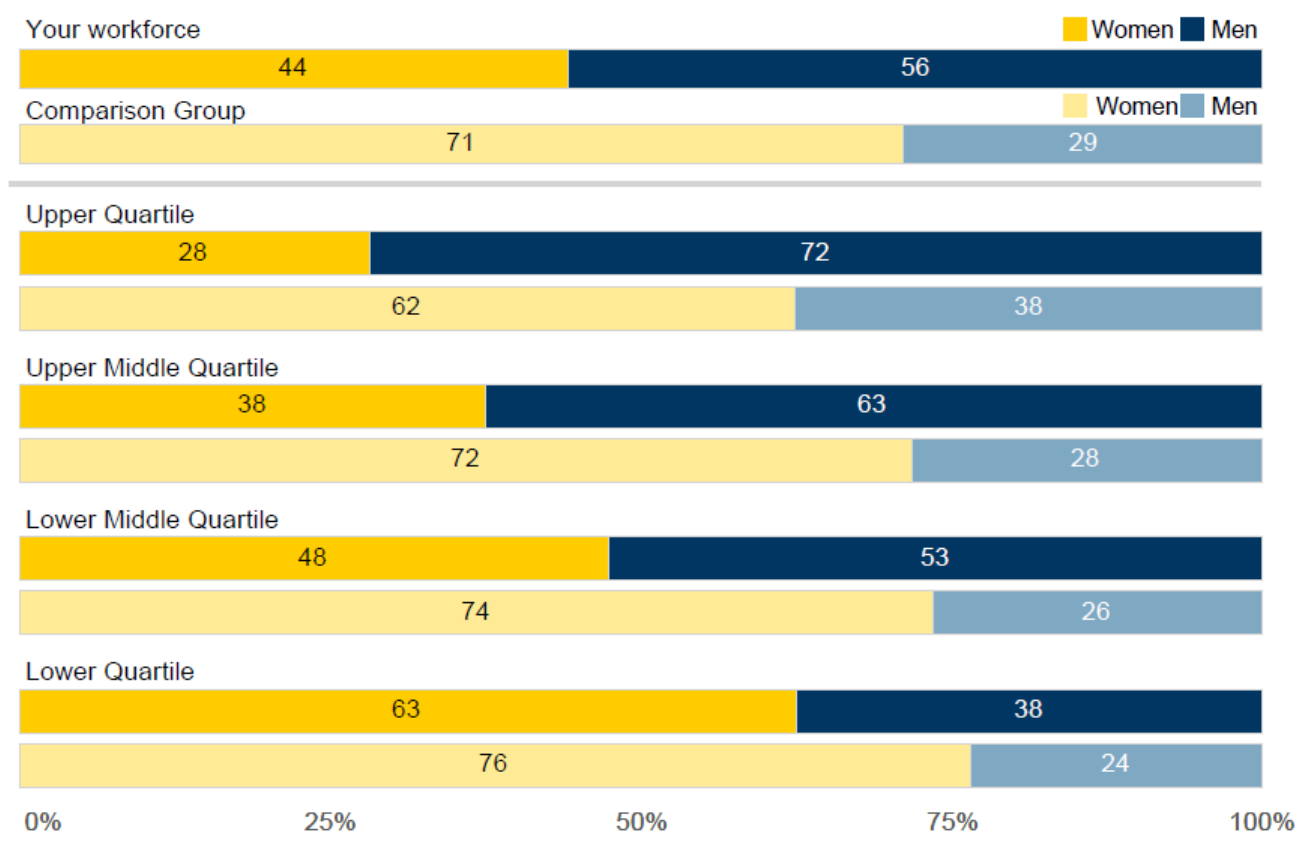
Source: WGEA Reporting Industry Benchmark Report for St Pius X College 2023-2024 and WGEA Reporting Executive Summary 2023-2024

While our median total remuneration gender pay gap has decreased significantly, our average gender pay gap remains above the industry benchmark. This is influenced by several factors, including the distribution of women and men across pay across pay quartiles and the higher representation of men in senior roles.

## Gender Composition by Pay Quartile

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 contributes to 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 2023-2024

## Key influences on the Gender Pay Gap

Several factors contribute to the gender pay gap St Pius X College, including:

- **Workforce composition:** Our staff consists of 44% women and 56% men, which is more balanced than the industry benchmark of 71% women and 29% men.
- **Role Distribution:** a higher proportion of men occupy senior leadership and management positions, contributing to pay disparities.
- **Employment Type:** a larger percentage of women work in part-time or lower-paid roles, which influences the overall pay gap.
- **Enterprise Agreement Pay Scales:** Salary progression is tied to experience and role classification, impacting gender pay outcomes.



### **Further explanation of our context**

St Pius X College is a non-selective Catholic boys' school catering for students from Years 5 to 12. We have over 1200 students and over 180 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. St Pius X College also strives to have the most talented people in roles regardless of gender.

### **Our Action Plan to Address the Gender Pay Gap**

St Pius X College is committed to reducing the gender pay gap while upholding our core values and maintaining a high-quality educational environment. Our strategic actions include:

#### **1. Increasing Women's Representation in Leadership**

- a. Strengthening mentorship and leadership development programs for women.
- b. Providing structured career progression pathways for female employees.
- c. Actively recruiting and promoting women into senior positions.

#### **2. Enhancing Workplace Flexibility and Support**

- a. Expanding flexible work arrangements for all employees.
- b. Increasing support for co-curricular programs through additional non-teaching staff.
- c. Providing subsidies and grants for further study and professional development.

### **Looking Ahead**

St Pius X College is committed to ongoing improvement in gender equity. We are dedicated to monitoring our progress, implementing effective strategies, and fostering a workplace where all employees – regardless of gender – can thrive.

We welcome feedback and collaboration from our community as we continue working towards closing the gender pay gap.

**St Pius X College**  
**February 2025**