

Gender Pay Gap Employer Statement

(2023/24 Data Submission)

College Overview

The Geelong College is a co-educational day and boarding school embracing the Uniting Church Christian ethos. Founded more than 160 years ago, The College comprises of three schools – Junior, Middle and Senior – with some 1700 students as day and boarding members of our community. The College aims to prepare students to go out into the world with purpose and confidence, with a breadth of knowledge, a range of interests and a wealth of experience that will stand them in good stead for a bright future. It is the rich curriculum, expert tuition, opportunities to lead and the full range of co-curricular activities that ensure we achieve this.

Our Purpose

The Geelong College aims to provide an inspiring education where all students can learn how to learn, flourish, be innovative and aspire to futures that harness their many skills and abilities.

We aim for our students to be respectful and to confidently develop their academic, emotional, physical, social and spiritual potential.

The Geelong College also seeks to provide learning experiences that shape personal development in ways that prepare students to positively contribute to society.

College Values

- Integrity with compassion
- Community with diversity
- Aspiration with humility
- Respect with grace
- Endeavour with courage

Statement of Commitment to Child Safety

The Geelong College is a Child Safe School. We have a zero-tolerance stance on child abuse and are committed to the protection of all children from all forms of abuse. The Geelong College recognises that in order to achieve a child safe environment at the College which meets students' intellectual, physical, social, emotional and moral needs, students need to be involved in the creation and maintenance of such an environment.

We are committed to taking a preventative and proactive approach to providing a child safe environment where children and young people are safe and feel safe; they are empowered to use their voices when decisions are being made that affect their safety. We are also committed to providing simple and accessible processes to assist all children to identify and communicate when they do not feel safe. Particularly, this includes those who are Aboriginal and Torres Strait Islander, from culturally diverse backgrounds and those with a disability.

We are clear about our behavioural expectations of every person in our community and are committed to having a shared understanding of and responsibility for child safety. All staff are expected to uphold a culture that protects children from all forms of harm.

Our People

The College employs outstanding people who strive to deliver and support all aspects of education and co-curricular to our students through their own competency and values-driven experiences. We look to employ people who uphold our values and seek the best in themselves and those around them.

Our Place of Work

The College is committed to providing a flexible and supportive working environment to all its members and staff. The College recognises that to achieve these aims, it is of fundamental importance to attract, recruit and retain staff of the highest calibre who share this commitment. We strive for consistency, appropriateness, and fairness in all of our interactions with staff. Ensuring fair and equitable remuneration and conditions is central to our attraction and retention of quality employees.

The College aims to foster relationships with our employees to reasonably accommodate individual needs, including in relation to family and carer's responsibilities. This includes access to our generous Parental Leave arrangements.

What is the Gender Pay Gap?

The **Gender Pay Gap (GPG)** is a measure of how we value the contribution of men and women in the workforce. The Geelong College reports annually to the Workplace Gender Equality Agency (WGEA) on our workplace profile and our execution of key measures to ensure equality in the treatment of our employees. In 2025, we are reporting for the second year on the Gender Pay Gap which is a requirement with the aim of assisting organisations with identifying the difference between the earnings of women and men. This analysis is of the report provided by the Workplace Gender Equality Agency (WGEA) from our 2023/24 data submission.

The gender pay gap is not the same as equal pay. Equal pay is where women and men are paid the same for performing the same role or different work of equal or comparable value and in Australia, this has been a legal requirement since 1969.

Gender pay gaps are not a comparison of like roles. Instead, they show the difference between the average or median pay of women and men across organisations, industries and the workforce as a whole. The report is available publicly and The Geelong College is required to provide an Employer Statement, commenting on this report.

Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

Gender Pay Gap Analysis 2024

Analysis of our Gender Pay Gap 2024 data has shown our average total remuneration pay gap is in favour of men by 1.1%. This is in comparison to the industry comparison group of 1.3% gap in favour of men.

This is a change to the previous years' results of an average total remuneration pay gap in favour of women by 2.5% and the industry comparison group of 3.7% in favour of men. Overarchingly our results are improved, in that the gender pay gap has reduced, notwithstanding it is important that we continue to address anomalies as they become known.

Governing Body At the time of data submission in March 2024, the gender composition of our governing body is 44% Women and 56% Men, which exceeds the industry benchmark of 37% Women and 63% Men.

Parental Leave It is worth noting that in 2024 we had a male avail themselves of our Parental Leave offering.

Our **gender composition** changed at the time of reporting with the inclusion of two Gender X employees. Whilst this will not significantly impact the GPG, it is worth noting the changing way in which we recognise, support and categorise our staff.

In reviewing our data, we will continue to look towards reducing the gender pay gap across all areas of The Geelong College. There are some classification areas where the gender pay gap is larger than industry comparisons. Upon analysis, whilst there are known reasons for this gap, we will look to take steps to investigate and understand the reasons further.

Of particular note are the classifications of

- All Managers – where the GPG is now 13.5% in favour of Males compared to 1.7% in favour of females in the last reporting cycle
- All Non-Managers – where there is a slight change to the GPG in favour of women by 7.9%
- Clerical Administration where the gender pay gap is in favour of women by 13.8%, with the comparison group
- Technicians and Trade where the gender pay gap is in favour of men by 1.7%, this has changed from 16.4% in favour of men in the last reporting cycle
- Labourers where the gender pay gap is in favour of men by 4.3% (previously 13.4%)
- Overall Non-Managers where the gender pay gap is in favour of women by 7.9%

All Managers: there was a requirement to change the inclusion of key positions in the reporting categorisation in the 2023/24 reporting data. This has skewed the overall results towards males. In the Key Management Personal section, the gender mix has changed given the changed incumbents, and genders of those in some key positions.

Overall Non-Managers: this category combines a diverse range of positions including business operations, IT, counsellors and other professionals. Females are dominant in number in this category and the classifications are varied.

Clerical Administration: This category predominately consists of females. Of the 36 staff in this category 3 are males. 66% of the males in this category are under the age of 21 and thus their salary is age-scaled and apportioned accordingly. Whilst there has been an improvement from 2022/23 reporting to 2023/24 reporting period, 23.7% in favour of females to 13.8% in favour of females, we will continue to interrogate this data.

Labourers: This category includes the positions of cleaners and grounds staff. Cleaners are classified at a lower level than the grounds positions. Males overall are dominant in number for this classification and combined with females being dominant in the lower classification level of cleaner, this creates an anomaly in the gender pay gap. Worth noting a significant improvement in the GPG from the previous reporting period.

Technicians and Trade: At the time of providing the data for the WGEA report in 2022/23, the position of technician was deemed a lower classification level than the skilled trade positions. However, in early 2023 a review was undertaken of this classification level and the position was reclassified. It was anticipated that the 2024 report would provide a result displaying a reduced gender pay gap, and this has occurred with a movement from 16.4% in favour of males to 1.7%.

NOTE in categories where there is gender imbalance, this has a significant impact on the outcome of that category as it becomes sensitive to gender wages. Example **Drivers**. Only two females, compared to 14 male Drivers where the larger gender group is less sensitive to the salary variances. Two driver rates exist.

Future undertakings

Whilst we do have areas of focus for the year ahead, there are many positive outcomes from the analysis to date. The Geelong College appreciates that closing the gender pay gap will be an ongoing undertaking and we will remain committed to working to closing the gender pay gap over time.