



SCOTCH
COLLEGE
ADELAIDE



GENDER PAY GAP EMPLOYER STATEMENT

February 2024 – for the 2023 reporting year

Scotch College is dedicated to achieving gender equality.

We embrace the recent introduction of gender pay gap reporting in Australia and the objectives it aims to accomplish. This inaugural gender pay gap statement presents the findings of our initial analysis. Moving forward, we view the gender pay gap as a metric for inclusion and are transparently sharing our data to establish a baseline for accountability and monitor our progress.

We are firm in our commitment to identifying and addressing any disparities in gender pay, striving for sustained advancements in diversity, equity, and inclusion. By understanding the underlying reasons behind any gender pay gap, we empower ourselves to implement effective strategies to mitigate them effectively.

At Scotch, deliberate efforts are made to ensure that no job or position within the organization is associated with a specific gender either by its structure or by any intentional bias. The organisation is committed to creating an environment where roles are not limited or defined by gender stereotypes.



It is important to note that the gender pay gap isn't a comparison of similar roles but rather illustrates the disparity between the average pay of women and men across our College.

In terms of gender distribution, our staff composition aligns with our industry sector, which has a predominantly female workforce.

With 70% female staff at Scotch, women constitute the majority across all pay quartiles, albeit possibly overrepresented in the lower quartile. Furthermore, while women represent the majority of staff in most roles at Scotch, trades (22.2% female) and the Council (29% female) remain exceptions.

At Scotch, our gender pay gap currently stands at 9.5% for both mean and median measures, which is either similar to or lower than the industry benchmarks of 8.5% and 11.4%, respectively. Additionally, it is encouraging to see that within most occupational categories, our pay gap is at or below 4%.

It is worth noting that this figure is significantly lower than the 2023 national gender pay gap of 21.7%.

However, we do observe elevated gender pay differences within two categories.

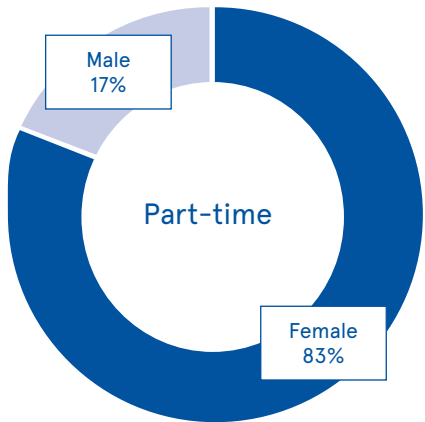
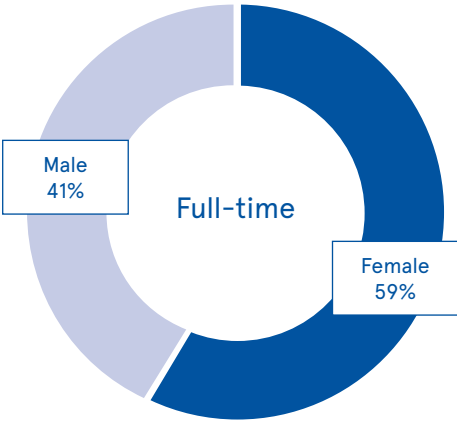
These include Key Management Personnel (our senior leadership team), with a gap of 17.6%, and Technicians and Trades (including Grounds and Maintenance and Science Technicians), with a gap of 9.2%



OUR WORKFORCE COMPOSITION BY ROLE

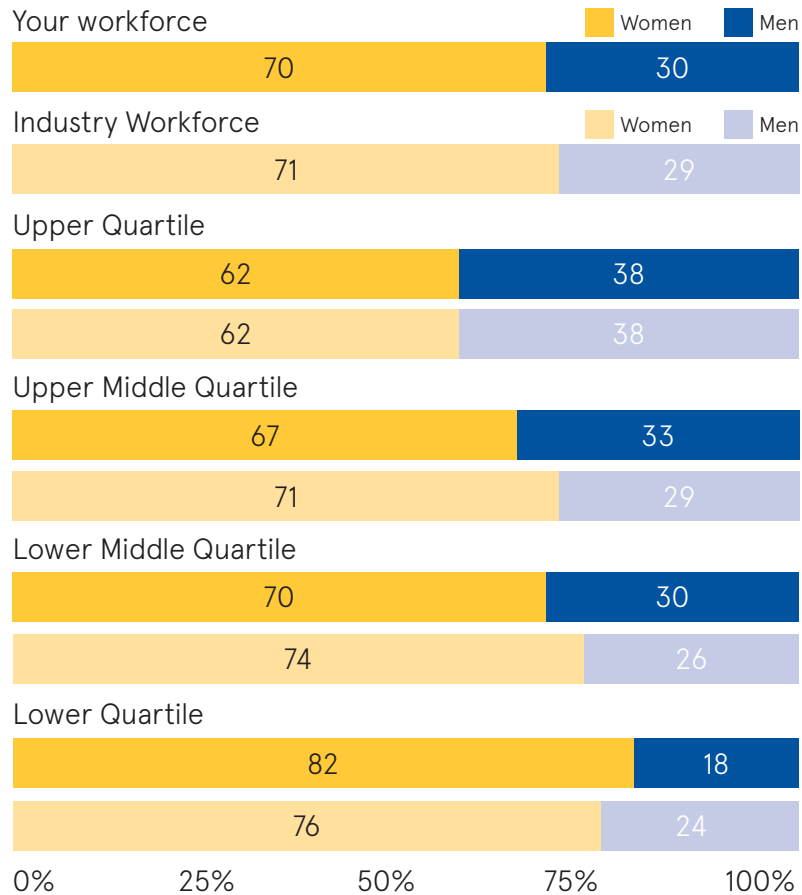
	Key Management Personnel (KMPs)		Managers		Non-Management	
	Women	Men	Women	Men	Women	Men
2020-21	45%	55%	50%	50%	73%	27%
2021-22	40%	60%	50%	50%	73%	27%
2022-23	60%	40%	55%	45%	75%	25%

OUR WORKFORCE COMPOSITION BY EMPLOYMENT STATUS





GENDER COMPOSITION BY PAY QUARTILE



GENDER PAY GAP BY OCCUPATIONAL GROUP, OVER TIME MANAGERS

Roles	2020 - 21	2022 - 23	Industry Comparison Group GPG for 2022 - 23
All Managers	4.4%	3.5%	4.8%
Key Management Personnel	3.0%	17.6%	5.5%
Other Managers	3.9%	0.5%	1%

NON-MANAGERS

Roles	2020 - 21	2022 - 23	Industry Comparison Group GPG for 2022 - 23
Overall Non-Managers	0.6%	4.0%	4.3%
Professionals	3.7%	1.2%	2.2%
Technicians and Trades		9.2%	7%
Community and Personal Service	15.8%	-0.7%	2.9%
Clerical and Administrative	6.4%		0.1%
Labourers	3.8%	-4.9%	10.3%



All employees, except for Key Management Personnel, are covered by either an Enterprise Agreement or an Industry Award. This means that pay is determined solely by role or tenure, with no room for discretionary pay. There are a few exceptions, where market competition necessitates adjustments to the applicable classification structure.

Our salary scales are transparent, established through a comprehensive and collaborative enterprise agreement process involving our stakeholders, with the results openly accessible to all employees.

Despite our efforts, we still notice a slight gender pay gap in specific areas. This is primarily due to two factors:

- We have more female employees compared to male employees, and
- Women are over-represented in our part-time roles, which in turn tend to fall into the lower pay quartile.

In our industry, many women, especially those with young families, prefer part-time roles and the flexibility that part-time affords. Women make up 83% of our part-time workforce. Without intention or design, many of these part-time roles fall into the lower pay quartile. As the promotion of flexible working arrangements is part of our retention and wellbeing strategy, the outcome is that women are overrepresented in part-time roles.

In the Professional category, which includes our teachers, the gender pay gap is influenced by the distribution of staff across a tenure-based increment scale, resulting in a 1.2% gap in 2023.

In the Technical and Trades sub-category, and Key Management Personnel, it appears that there is an obvious pay gap. However, both are very small samples, and lack equivalency of positions within the category.



OBJECTIVES FOR 2024 AND BEYOND

- A** Begin to address each of the Gender Equality Indicators by designing relevant policy and developing action plans.
- B** Ensuring that we have robust processes to ensure that we continue to pay men and woman equally for the same or comparable work.
- C** Improving our understanding of the gender equality and pay gap data, to provide leaders with greater insights to guide actions.
- D** Continuing to educate our workforce on inclusive behaviours including training on unconscious bias, inclusive leadership, and safe and respectful behaviours.



As a proud co-educational college, it is inherent in our DNA that we value gender equity and inclusion for all.

We are strongly dedicated to achieving gender equality. This inaugural report shows our initial analysis, and going forward, we see the gender pay gap as a measure of inclusion. We openly share our data to track progress and hold ourselves accountable.

Guided by our values of courage, inclusion, integrity, and optimism for the future, we are committed to the continuous improvement across all gender equality indicators. Understanding the reasons behind the pay gap is an important step which will guide us to workable actions.



1 February 2024

www.scotch.sa.edu.au Carruth Road, Torrens Park South Australia 5062
CRICOS No 00615B | Phone +61 8 8274 4333 Email enquiries@scotch.sa.edu.au