



SCOTCH
COLLEGE
ADELAIDE



GENDER PAY GAP EMPLOYER STATEMENT

March 2025 – for the 2024 reporting year

Scotch College is dedicated to achieving gender equality.

Scotch College remains dedicated to achieving gender equality and fostering a workplace that values diversity, equity, and inclusion. Following the publication of our inaugural gender pay gap statement in February 2024, we continue our commitment to transparency and accountability by annually assessing and sharing our progress.

Over the past year, we have deepened our understanding of the factors influencing gender pay disparities and taken proactive steps to address them. We recognize the gender pay gap as a key indicator of inclusion and remain steadfast in our efforts to implement meaningful strategies that drive positive change.

At Scotch, we are committed to ensuring that every role within our College is free from gender bias, both in structure and perception. By challenging stereotypes and fostering an inclusive culture, we strive to create a workplace where all individuals have equal opportunities to thrive.



The College has a predominantly female workforce (64%), however has seen a slight shift in gender diversity with a greater representation of males in the 2023-24 reporting period (36%) than the 2022-23 reporting period (29%), positioning the College as slightly more gender diverse than the industry sector.

Despite this, with a predominantly female workforce, women continue to represent the majority across all pay quartiles. Although the College has become more balanced in its representation of females and males in the lowest pay quartile compared with 2022-23 results, we have seen a slight reduction in female representation at the upper pay quartile and remain slightly below our industry sector in this respect.

Our 2023-24 Gender Pay Gap sits at 3.8% for the 'mean' measure and 2.1% for the median measure. This result represents both a significant improvement on our 2022-23 results at 9.5% for both mean and median measures and on the industry benchmark of 7.7% and 7.6% respectively.

It is worth noting that our 2023-24 Gender Pay Gap is significantly lower than the 2024 national gender pay gap of 21.8%.

However, we do observe an elevated gender pay gap at our Manager level, with a gap of 10.5%, and the gap for Key Management Personnel (our Senior Leadership Team) has increased to 22.1% from 17.6% in 2022-23, which is well above the industry comparison group.

Our gender pay gaps are particularly elevated in Technicians and Trades (including Grounds & Maintenance and Science Technicians) and Clerical and Administration, compared with the industry comparison.

When considering these sub-categories, it is important to note that 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 outside 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.



OUR WORKFORCE COMPOSITION BY ROLE

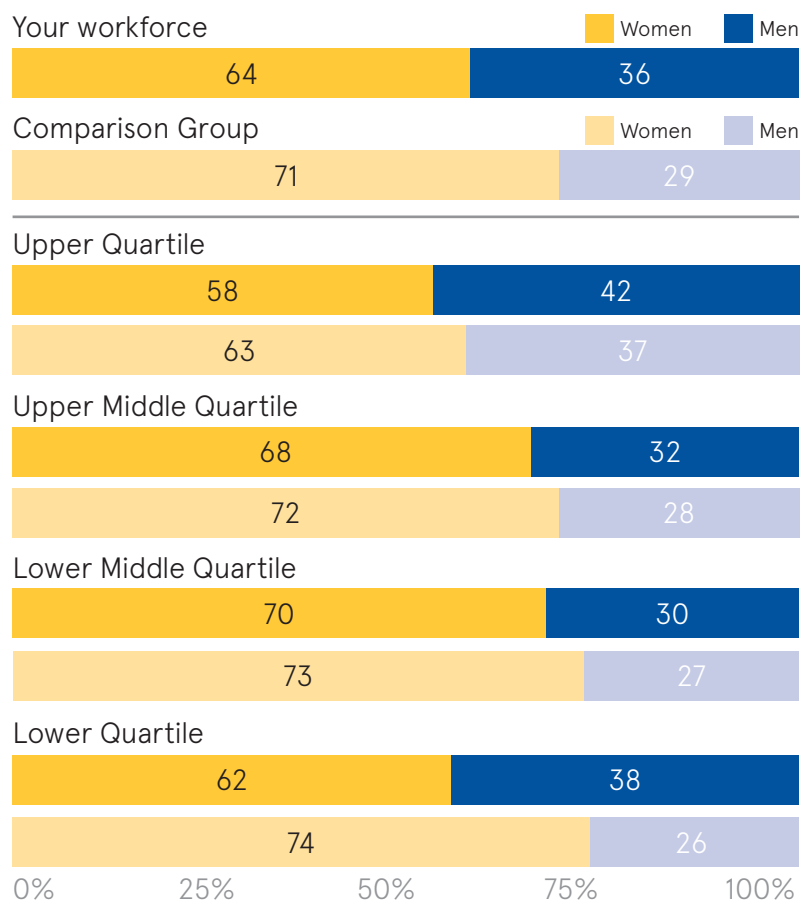
	Key Management Personnel (KMPs)		Managers		Non-Management	
	Women	Men	Women	Men	Women	Men
2021-22	40%	60%	50%	50%	73%	27%
2022-23	60%	40%	55%	45%	75%	25%
2023-24	55%	45%	52%	48%	66%	34%

OUR WORKFORCE COMPOSITION BY EMPLOYMENT STATUS

	Female manager	Male manager	Female non-manager	Male non-manager
Full-time	79%	91%	31%	38%
Part-time	21%	9%	48%	26%



GENDER COMPOSITION BY PAY QUARTILE



GENDER PAY GAP BY OCCUPATIONAL GROUP, OVER TIME MANAGERS

Roles	2021-22	2022-23	2023-24	Industry Comparison Group GPG for 2023-24
All Managers	6.3%	3.5%	10.5%	7.2%
Key Management Personnel	5.2%	17.6%	22.1%	8.2%
Other Managers	2.3%	0.5%	1.4%	1.9%

NON-MANAGERS

Roles	2021-22	2022-23	2023-24	Industry Comparison Group GPG for 2023-24
Overall Non-Managers	2.9%	4.0%	-2.4%	2.7%
Professionals	1.8%	1.2%	0.9%	1.6%
Technicians and Trades	7.6%	9.2%	-21.4%	4.2%
Community and Personal Service	-3.9%	-0.7%	-3.1%	0.5%
Clerical and Administrative	51.0%		33.4%	-1.7%
Labourers	1.2%	-4.9%	-4.3%	7.5%



The College is pleased to see a significant improvement in both our mean (3.8% compared to 9.5%) and median (2.1% compared to 9.5%) Gender Pay Gaps since the 2022-23 reporting period. According to WGEA, both indicators now sit within the optimal target range (-5% to +5%) and are reflective of normal fluctuations in the workforce rather than a significant favouring of either women or men.

This result is primarily driven by the College's investment in understanding its gender equality and pay gap data, and using these insights to educate leaders and inform actions/decisions.

Despite this, we note that our gender pay gap is still likely influenced by two factors:

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

Although we sit slightly above the industry benchmark in respect of women's representation in part-time roles, we acknowledge that many women, especially those with young families, prefer to work part-time for the flexibility it affords. While not by design, a significant portion of these roles fall within the lower pay quartile. Since promoting flexible work arrangements is a key aspect of our retention and wellbeing strategy, this has contributed to the over-representation of women in part-time positions.

Despite our improved gender pay gap result overall, we continue to notice elevated gender pay gaps in pockets of our organisation. One of these pockets is the management level, where our results were influenced by CEO and Head of Business remuneration being included in these reporting categories for the first time.

The gender pay gap in our Technician and Trades sub-category continues to be volatile due to a very small sample and lack of equivalency of positions within the category.

The gender pay gap in our Clerical and Administration sub-category is also of note. Although a significant improvement since previously reported, this subcategory is almost entirely made up of women, with the majority undertaking part-time roles. Whilst it appears there is an obvious pay gap, the small sample of men in comparison to women and the high proportion of those women in this sub-category undertaking part-time roles has contributed significantly to the elevated result.



OBJECTIVES FOR 2025 AND BEYOND

- **A** Developing our understanding of the Gender Equality Indicators to inform the design of relevant policy and development of underpinning action plans.
- **B** Critically examining our processes for delivering pay equity, ensuring men and women receive equal compensation for the same or comparable work.
- **C** Continuing to be curious about and explore our gender equality and pay gap data, to inform meaningful insights and targeted areas for action planning.
- **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 remain deeply committed to advancing gender equality and recognize the gender pay gap as a key indicator of inclusion. By continuing to transparently share our data, we are tracking our progress and holding ourselves accountable for developing, implementing and evaluating actions that positively influence our gender pay gap position across the College.

Nested in our values of courage, inclusion, integrity, and optimism for the future, we are dedicated to continuous improvement across all gender equality indicators. Reflecting on the factors contributing to our pay gap is a crucial step that enables us to implement effective and sustainable actions.



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