

Gender Pay Gap Employer Statement

At Geraldton Grammar School, we are committed to fostering an equitable and inclusive workplace where all individuals are valued and compensated fairly, regardless of gender. Recognising the existence of gender pay gaps and their detrimental impact on equality, we pledge to take proactive steps to address and eliminate these disparities should they arise.

Gender Pay Reporting involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data.

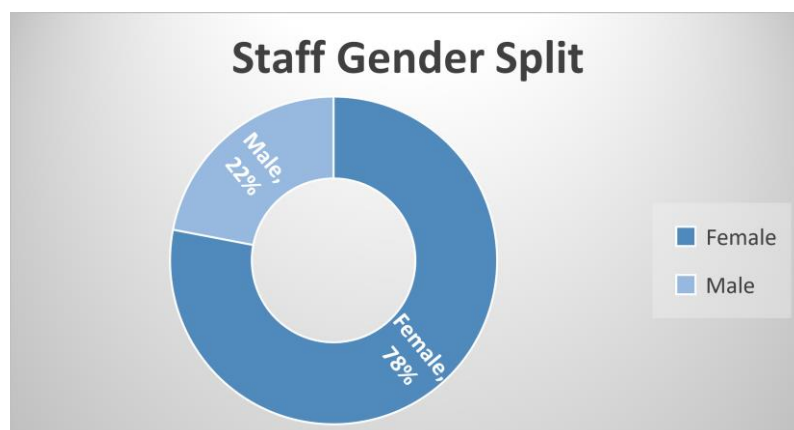
We can use these results to assess:

- The levels of gender equality in our workplace.
- The balance of male and female employees at different levels.
- How effectively talent is being maximised and rewarded.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records.

Below is the statutory information of our results:

On the snapshot date, the gender split was 78% female and 22% male. A predominately female workforce is reflective of the education industry, where 71.7% of workers are female (Australian Bureau of Statistics 2020).



Geraldton Grammar Schools average total remuneration gender pay gap is 7.5% and the median is 9.0%. This is the result of predominantly females in student support roles, that only work 44 weeks of the year due to the term breaks of schools, creating a base salary in the lower quartile.

Percentage of employees by pay quartile who are men or women:

Base Salary Quartile	Female	Male
Upper Quartile	77%	23%
Upper Middle Quartile	70%	30%
Lower Middle Quartile	71%	29%
Lower Quartile	91%	9%

Actions to help close the gap:

- We encourage career development across genders and seniority levels of the organisation through in house and external training and development.
- We support requests for flexible working and have a good mix of full time and part time colleagues.
- We reward staff fairly within an incremental pay system that provides equitable progression for male and female.
- Our recruitment and selection procedure aims to ensure that the most suitable candidate is chosen for the job, and that all applicants receive fair and equitable treatment during the recruitment and selection process.
- Interviews are structured with same questions asked of all candidates, answers are graded based on the criteria.
- We review our recruitment and employment policies to ensure they are non-discriminatory.

I confirm that the published information in relation to the gender pay gap is accurate.

Marion Nelson
Business Manager