



Penrhos College Gender Pay Gap Statement

As an independent girls' school, Penrhos College advocates and strives for gender equality. Both as an employer and an educational institution, gender equality and opportunities for women are core to our strategic direction: Courage Starts Here.

Our vision is to revolutionise girls' education so we can all live a future without boundaries. This vision is felt throughout the way we teach our students, inspiring them to make their own adventure and see no ceilings to their future successes, as well as how we approach the recruitment and support of staff to fulfil their dreams and maximise their opportunities, regardless of gender, through the strategic pillar of Soar.

In reviewing the Penrhos College gender pay gap, it is important to note that at Penrhos 82% of our employees identify as female (compared to 71% within the Education Industry); 46% of our employees engaged at the College work part-time with 43%/46% of this group being female staff employed in part-time roles.

Penrhos is proud to have a female Principal and Chair of Council, with equal or better representation of women at all levels of employment. Women outnumber men in the three main employment composition categories as reported by the WGEA, including senior leadership. Key Management Personnel is 67%/33% women to men. Managers are 61%/39% women to men and non-Managers are 85%/15% women to men.

While leadership roles (key management and management) at Penrhos are predominantly filled by women, the overrepresentation of women is highest in the non-management, lower remunerated positions, with a rate of five women to one man. This significant difference at the lower levels of remuneration is a key contributor to our median total remuneration gender pay gap of 18.1%

At Penrhos gender pay equality pay is promoted through equity in remuneration of staff with equal qualifications and equal length of service regardless of gender and is enshrined through the Teaching and Operational Services (non-teaching) Enterprise Agreements. Salaries for employees who are Senior Leaders are issued with individual contracts that are based on benchmarked salaries of like positions across the Australian independent education sector, based on information received from an external and independent analysis.

The College has stated commitments in its Teaching and Operational Services (non-teaching) Enterprise Agreements to ensure salaries remain competitive within the education sector. These Enterprise Agreements guarantee equal pay for equal qualifications, experience, length of service and skill set. Consequently, Penrhos undertakes annual salary benchmarks externally and via the College's Remuneration Committee to review salary and conditions to maintain its commitment to the median salary of the top girls' schools in Western Australia.

The teaching Enterprise Agreement (EA), bargained for in 2023 was endorsed with a 91% vote in support of this new Enterprise Agreement. This bargaining involved the analysis of salaries with like schools in the independent school sector, and against externally benchmarked salaries conducted across Australia.

The College remains committed to gender equality and will continue work to provide a variety of employment options for our predominantly female staff, including support to prepare for and access promotional opportunities. We acknowledge that given the gender composition of staff within the education sector, and specifically at schools for girls, the inclusion of any men in senior roles will distort our gender pay gap statistics.