

Gender Pay Gap 2022/23 Employer Statement



Introduction

Commencing in February 2024, under revised legislation, all private companies in Australia with 100 or more employees will have their gender pay gap published. Methodist Ladies' Collage (MLC) welcomes and supports these changes to create accountability and faster change across all industries in addressing gender pay gap issues within Australia.

At MLC, we value the diversity of knowledge, thought, and experience. We believe a welcoming and inclusive culture is important for learning and teaching and facilitates a positive staff, student, and alumnae experience. Not only is it vital to our success that we have a workforce as diverse as our students, families, and the broader community, but focusing on diversity and inclusion supports our purpose to inspire our students to be citizens the world needs.

Results- At a Glance

Workforce Composition

In 2022/23, MLC reported an overall growth in employee numbers for the reporting period. We reported based on 1,111 employees, and our workforce composition as of 31 May 2023 was as outlined below.

As an all-girl school offering an unmatched breadth of offerings to our students, we have a significantly high number of female casual staff, particularly in our sports co-curricular activity, which is unlikely to change.

Primary Measure	Secondary Measure	National	Education and Training (P)	Preschool and School Education (80)	Methodist Ladies' College (MLC)
Percentage of employees	Men	49%	35%	27%	17%
	Women	51%	65%	73%	83%
Percentage of managers	Men	58%	45%	42%	23%
	Women	42%	55%	58%	77%
Percentage of women	Casual	28%	29%	18%	50%
	Full-time	43%	43%	43%	31%
	Part-time	30%	29%	39%	19%
Percentage of women (managers)	Casual	1%	1%	0%	0%
	Full-time	86%	86%	87%	93%
	Part-time	13%	14%	12%	7%
Percentage of women (non-managers)	Casual	30%	31%	20%	53%
	Full-time	38%	39%	40%	27%
	Part-time	31%	30%	41%	20%

Source: WEGA Data Explorer

Note: 0.36% of our non-management employees identified as non-binary, which is not represented in the above table.

Gender Pay Gap

As of 31 December 2023, MLC has a gender pay gap for average total remuneration of 7.6%, based on the earnings of substantive employees.

For reference, Workplace Gender Equality (WGEA) [released its annual update](#) in November 2023, revealing the national average total remuneration gender pay gap is 21.7% in 2023 and for the Education Sector, the average total remuneration gender pay gap is 7.5%.

A full comparison can be seen below.

Primary Measure	Secondary Measure	National	Education and Training (P) Sector	Preschool and School Education (80)	Methodist Ladies' College (MLC)
Average base salary gender pay gap	All employees	17.2%	6.3%	5.7%	7.6%
Average total remuneration gender pay gap	All employees	21.7%	7.5%	5.9%	7.6%
Median base salary gender pay gap	All employees	14.5%	4.6%	8.0%	8.5%
Median total remuneration gender pay gap	All employees	19.0%	5.2%	8.3%	8.4%
Percentage of total workforce	Men	49%	35%	27%	17.0%
	Women	51%	65%	73%	83.0%
Percentage of lower quartile (total remuneration)	Men	40%	33%	23%	14.0%
	Women	60%	67%	77%	86.0%
Percentage of lower-middle quartile (total remuneration)	Men	43%	32%	25%	16.0%
	Women	57%	68%	75%	84.0%
Percentage of upper-middle quartile (total remuneration)	Men	48%	32%	25%	18.0%
	Women	52%	68%	75%	82.0%
Percentage of upper quartile (total remuneration)	Men	65%	42%	33%	20.0%
	Women	35%	58%	67%	80.0%

Source: WEGA Data Explorer

As noted by WEGA, “A disproportionate concentration of men in the upper quartiles and/or of women in the lower quartiles can drive a positive gender pay gap.”

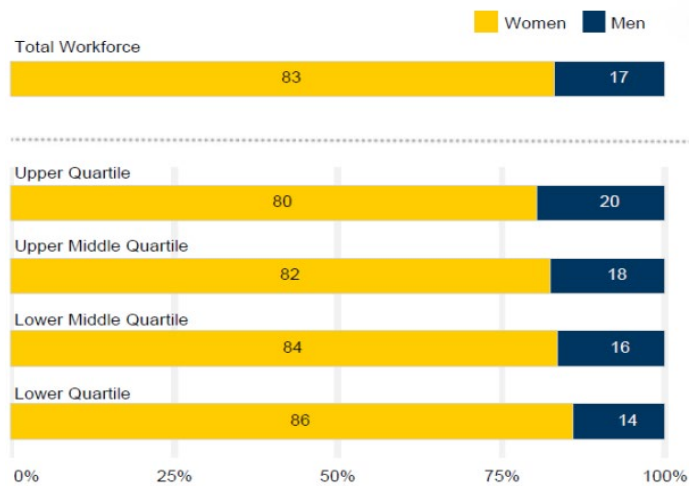


Figure 1: WEGA Report - Proportion of females and males by pay quartile from

Understanding the Gap

Pay gaps are not solely driven by gender; they are also affected by experience, part-time work, casual work, and tenure.

Analysis of our gender pay gap figures has helped us to understand the gap better. We are proud of our workforce composition, with 77% of our leaders being female and 83.6% of our non-manager workforce being women, and at the time of reporting, having 8 female board members out of 10 board members. Our college executive team is also made up of 9 women and 4 men.

We attribute our reported gender pay gap to a higher distribution of women in the lower quartiles than the higher quartiles, reflecting a higher distribution of women in casual and part-time work (reflecting the lower quartile). As an all-girl school offering an unmatched breadth of offerings to our students, we have a significantly high number of female casual staff, particularly in our sports co-curricular activity, which is unlikely to change.

Aims and Action Plan

We take seriously our commitment to making MLC a diverse and inclusive workplace. Although our workplace exhibits a positive representation of females, we remain committed to progressing in this space and following best practices.

We also believe a consistent approach to measurement, more active monitoring and documenting policies and processes to improve our practices.

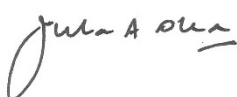
Our plan includes the following interventions:

- Develop policies/strategies to address remaining Gender Equality Indicators, noting we currently have 2 out of 6.
- Ensuring consistent application of inclusive, merit-based, and bias-free recruitment practices.
- Establish clear and measurable targets to address and progressively reduce our gender pay gap and regularly review and adjust these targets based on the outcomes of pay gap analysis.
- Introduce leadership training to support a cultural shift towards normalising parental leave, return to work and flexible work, and encourage senior leaders to lead by example in embracing and utilising these options.
- Establish employee networking groups that bring together individuals with shared characteristics, such as gender, race, cultural heritage, sexual orientation, age, and disability and leverage these groups to gain valuable insights and perspectives on workplace gender equality.
- Conduct regular employee ‘pulse checks’ to gather reliable insights into the prevalence of sexual harassment and discrimination and utilise the survey results to identify areas of improvement and ensure a more comprehensive understanding of employees’ experiences.

We acknowledge that gender equality is not only a regulatory requirement but a fundamental value we aspire to uphold. Our commitment to fostering an inclusive and equitable workplace is pivotal to the positive experience of our students, our staff, and our community.

Disclosure

This statement confirms that the published information is accurate as of the time of publishing and is approved by MLC Representatives:



Julia Shea – **Principal**



Louise Khallouf – **Director of People and Culture**

Notes

Methodology

Gender Pay Gap

As defined by the [WGEA](#), the gender pay gap is the difference in average earnings between women and men. It is the best way to measure and track gender equality across a nation, industry or within an organisation. Expressed as a percentage, a positive percentage indicates men are paid more on average than women. A negative percentage indicates women are paid more on average than men. While we should strive for a 0% gap, anything between -5 % and 5% can be considered acceptable performance.

Equal pay is our legal obligation as an employer to give equal pay for equal work. Our pay gap is not a result of equal pay issues, as we have a gender-neutral approach to pay across all levels of the organisation. We commit to regularly monitoring this, as equal pay is our legal and moral obligation.

Mean and Median Explained

As defined by [WGEA](#), the gender pay gap may be calculated based on the **average** remuneration or the **median**, the middle figure in the list of remuneration values. The median value is often used, as it is less skewed by outlier values.