



Belgrave Heights

CHRISTIAN SCHOOL

GENDER PAY GAP - EMPLOYER STATEMENT

Belgrave Heights Christian School (BHCS) is an equal opportunity employer, committed to equality to all staff regardless of gender or other protected attributes.

BHCS has maintained an approach that remunerates staff at above award rates, based on the role undertaken together with consideration of qualifications, years of experience, and level of responsibility within their role. Remuneration is based on a salary scale approved by the School Council which is underpinned by the Education Services (Teachers) Award 2020 and the Educational Services (Schools) General Staff Award 2020.

The following is a graphic of the three key drivers of the gender pay gap across all industries in Australia. At BHCS, staff are paid equally for their role, based on the criteria described above regardless of gender, therefore the 1st key driver of gender discrimination does not apply in our context. The key drivers that affect BHCS pay gap data are limited to only the 2nd and 3rd drivers being; care, family & workforce participation, and the type of job.

Key drivers of the pay gap

The single largest, and consistent over time, contributor to the gender pay gap in Australia is gender discrimination which contributes to 36% of the total gap.

Key drivers of the pay gap in 2020

Our analysis shows that systemic drivers of the pay gap remain the largest contributors to the pay gap in 2020.



Care Family & Workforce Participation, and Type of Job

- The Workplace Gender Equality Agency (WGEA) data for BHCS does not account for the difference in contracted roles between men and women who are part time. Many more women within our workforce have chosen part time work due to family commitments. Our School supports women who are juggling those family commitments and who have therefore chosen to return to work part time. Part-time work provides less income than full-time work due to

the nature of the role. Despite this, on an equality basis, men and women are paid at equal rates within the same contracted roles.

- The WGEA data does not consider the number of casual workers, such as Casual Relief Teachers (CRTs), who are employed by the School, many of whom are women. BHCS supports women who are unable to work on a regular basis, and therefore choose to seek the flexibility of casual work. Casual work earns less than fulltime work in terms of annual salary because of the nature of the role.
- Further, the data does not consider the invaluable nature of the many employees that constitute our School Support Services which includes a multitude of support roles including our extensive team of Learning Assistant (LA) staff. Unlike other roles within a school, these roles do not necessarily require a high level of qualification. Many of our LA staff are university students, or women who have chosen to undertake this role, not only due to their passion to support the students, but also because of the flexibility the role provides, with the majority of LA staff employed to work only during school hours within school terms. This flexibility enables them to attend to their other responsibilities, whether that be study or family commitments.

Another key aspect which reflects the School's commitment to gender diversity is the construct of our Executive Leadership Team (ELT) which currently has a female to male gender ratio of almost 2:1, with some key roles listed as follows:

- Principal – Male
- Business Manager – Female
- Deputy Principal (Operations) – Female
- Deputy Principal (Teaching & Learning) – Male
- Head of Secondary – Female
- Head of Primary – Female
- Kinder Director - Female

BHCS is committed to continual improvement in all areas that affect our staff and their employment. This includes updating policies and procedures to ensure that employee entitlements and personal rights are reflected and honoured both in writing and also within the School's culture. This is underpinned by the provision of the various staff support services including; an Employee Assistance Program, funded professional development opportunities, provision of breast feeding facilities, and the ability to access flexible work arrangements.

Sincerely,



Liz Miko
Business Manager