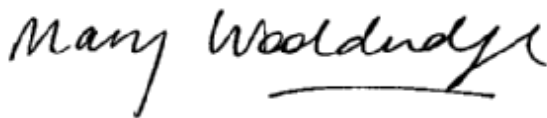


16 September 2024

CERTIFICATE OF COMPLIANCE WITH THE WORKPLACE GENDER EQUALITY ACT 2012

I am pleased to advise that The Council Of St Catherine's School Waverley (ABN: 98012260068) is **compliant** with the *Workplace Gender Equality Act 2012* (Act) for the 2023-24 reporting period.

This certificate forms your **notice of compliance with the Act** until replaced with a new certificate of compliance for the next reporting period.



Mary Wooldridge
Chief Executive Officer



2023-24 Gender Pay Gap Employer Statement

1. School overview

Founded in 1856, St Catherine's School Sydney (School) has a rigorous academic and co-curricular program for students from Kindergarten to Year 12. As Australia's oldest Anglican girls' school, we are founded on values of integrity, courage, relationships and service. We are an Anglican school educating young women for life.

We take our aim seriously: that students leave us as young women of character and intellect, dedicated to making a meaningful contribution to the world. Our broad curriculum, combined with a challenging academic program, provides the ideal foundation for each girl to develop her learning, sharpen her skills and build confidence. With this strong foundation, she can achieve her best results and be well-prepared for future academic and professional success.

2. Message from the Headmistress

Since taking on the role of Headmistress in January 2025, I have felt honoured to lead St Catherine's School into its next chapter of excellence, growth, and possibility.

As a school educating young women, I am deeply committed to gender equity, including the fair and equitable recognition of women's contributions whether that be with our staff, role-modelling our students, in the community or in the economy more broadly.

At St Catherine's, our values of courage, integrity, service and relationships are not confined to our classrooms, they are the cornerstone of our School's culture. They guide how we lead, how we work together and how we champion gender equity, diversity and inclusion so every staff member feels respected, supported and empowered to lead with confidence and purpose.

In alignment with these values, we fully support the annual publication of employer gender pay gaps by the Workplace Gender Equality Agency (WGEA). Transparency is a vital step towards meaningful progress in driving gender equity in workplaces.

At St Catherine's, reporting to WGEA is not just for the sake of compliance. We want our girls and staff to be proud of our school as a workplace that goes beyond being compliant, one that seeks to champion equality, fairness and belonging for all.

Deb Magill
Headmistress

3. What is the gender pay gap?

For the first time in 2024, the Federal Government's Workplace Gender Equality Agency (WGEA) published the gender pay gaps (GPG) of thousands of employers based on data reported to WGEA. These gaps are published annually.

The GPG is a universally recognised metric of workplace gender equality. It is not a calculation of whether women and men who are doing the same (or similar) work, are paid the same. Instead, it shows the overall difference between the average (and median) earnings between women and men across the whole workforce, regardless of the role they hold.

The GPG is not only impacted by the number of women and men in higher paid roles, but also by the number of women and men in lower paid roles. An employer that pays women and men in like -roles equally, can still have a GPG if there are more men in higher paid roles and/or more women in lower paid roles.

4. St Catherine's 2023-24 gender pay gap

As can be seen below, the data submitted to WGEA shows the School's pay gap increased between 2022-23 and 2023-24.

| St Catherine's School gender pay gaps | | |
|--|---------|---------|
| | 2022-23 | 2023-24 |
| Average (mean) base remuneration | 5.9% | 12% |
| Average (mean) total remuneration | 5.9% | 12% |
| Median base salary | 7.9% | 18.4% |
| Median total remuneration | 7.9% | 18.4% |

To understand the drivers of our gender pay gap, we conducted a preliminary analysis of our data which uncovered what we believed were errors in the 2023-24 data we submitted to WGEA.

To understand more fully the reporting requirements and any issues with our data, in April 2025 we engaged a consulting firm that specialises in the WGEA legislation, reporting requirements, diversity and inclusion. They reviewed our draft 2024-25 data and worked with our staff to understand more fully the nuances related to the data we report to WGEA. This was not to try to change numbers to place us in a better position but to ensure our submissions contain legitimate inclusions, exclusions and calculations as required by WGEA.

This analysis confirmed there were components of total remuneration we had inadvertently omitted from the 2023-24 data, one example being leadership allowances. Why this is notable is that approximately 75% of these allowances are paid to female staff so without them, women's remuneration would have been understated, resulting in our GPG being higher than it would have otherwise been. (We are not disputing the WGEA calculations, rather the accuracy of the data we provided.)

This highlighted the need for us to strengthen our processes so we can support our staff year-on-year in knowing what data to report to WGEA. To this end, we are developing internal guidelines on precisely what data needs to be collected in line with WGEA's categories and definitions.

5. St Catherine's commitment to gender equality

Our School is deeply committed to gender equality which is evident in the steps we take to ensure all staff are recognised and rewarded fairly, regardless of gender. Below are examples of actions we have taken:

- annually undertaking gender pay gap analyses for like-for-like gaps, by-level gaps and the overall gender pay gap
- remedying any pay gaps
- having policies in place that include ensuring no gender bias occurs at any point in the remuneration review process; that managers are held accountable for pay equity outcomes; and implementing and maintaining a transparent and rigorous performance assessment process
- annually reviewing remuneration decision-making processes and reporting the results of pay gap analyses to the executive and the School Council
- having targets in place to reduce the organisation-wide gender pay gap; to increase the number of women in male-dominated roles and the number of men in female-dominated roles; and to have a gender balanced governing body (at least 40% men and 40% women).

We recognise there is more work to be done and are committed to continuous improvement as we strive to become a leader in this area. Guided by WGEA's reporting framework, which provides a clear roadmap for progress, we take deliberate and meaningful action each year.

Looking ahead, over the next 12 months we will be setting additional gender equality targets in line with WGEA's requirements starting in 2026. We see this as a valuable opportunity to deepen our commitment to supporting women, inspire the next generation of girls through positive role-modelling, and further strengthen gender equity, diversity, and inclusion throughout our School.

Once we receive our 2024-25 gender pay gap from WGEA later in 2025, we will have an accurate picture of the School's gender pay gap having submitted data that aligns with WGEA's requirements and guidelines. This will enable us to direct our efforts strategically and effectively.

We will provide a full analysis of our pay gap data in our 2024-25 Employer Statement. This will include how we compare to others in our sector and outline our strategy and plans to address any gaps. This will be published by WGEA in February-March 2026, when all 2024-25 gender pay gaps will be published. We look forward to sharing this with staff and the broader School community at that time.