8/07/2025

WGEA Reporting: Corporate Group Executive Summary

Corporate Group of: Presbyterian & Methodist Schools Association

Program: 2024 - 25 Gender Equality Reporting

Number of employers in corporate group: 7

Number of employees in corporate group: 1,782

About this report

- This report sets out key results of your corporate group's submissions to the Workplace Gender Equality Agency's (WGEA) annual Gender Equality Reporting, as required under the *Workplace Gender Equality Act 2012* (the Act).
- WGEA has included a glossary of key terms used in this report on the final page of this document.
- An appendix listing the employer ABNs in your corporate group is included as the final page of this document.

WGEA's obligation to publish employer gender pay gaps

Under Section 15A of the Act:

- WGEA "must publish aggregate information, for each relevant employer for each reporting period, for the purpose of showing the employer's performance and progress in achieving gender equality in relation to remuneration for the employer's workforce."
- A 'relevant employer' can be a standalone company, a corporate group, or a subsidiary of a corporate group.
- Therefore, **WGEA will publish your average and median gender pay gap**, for base salary and total remuneration, as well as gender composition by pay quartiles and associated average total remuneration, **as set out in this Corporate Group Executive Summary and the Executive Summaries of your relevant employer subsidiary companies of this corporate group**.
- This information will be published on www.wgea.gov.au.
- You can provide a link to an 'Employer Statement', that helps explain your corporate group gender pay gap and what you are doing to drive gender equality. WGEA will publish this link alongside your corporate group gender pay gap information.

Your obligations

Under the Act:

- You are required to share this Corporate Group Executive Summary, and the Executive Summaries and Industry Benchmark Reports for your subsidiary companies (available once reporting has concluded) with your governing body, e.g., your Board.

What is the gender pay gap?

The gender pay gap is the difference in average or median earnings between women and men in the workforce.

It is a useful proxy for measuring and tracking gender equality across your corporate group. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

What can employers do to close the gender pay gap?

Employers should be aiming to create a gender-equal environment for all their employees. The first step is to conduct your own pay gap analysis and identify the drivers of the gender pay gap, so you can take targeted action to address them.

Your Gender Pay Gap

The average total remuneration gender pay gap for all employees in your corporate group is **-7.4%** and the median is **-14.5%**.

A positive percentage indicates men are paid more on average than women in your organisation. A negative percentage indicates women are paid more on average than men.

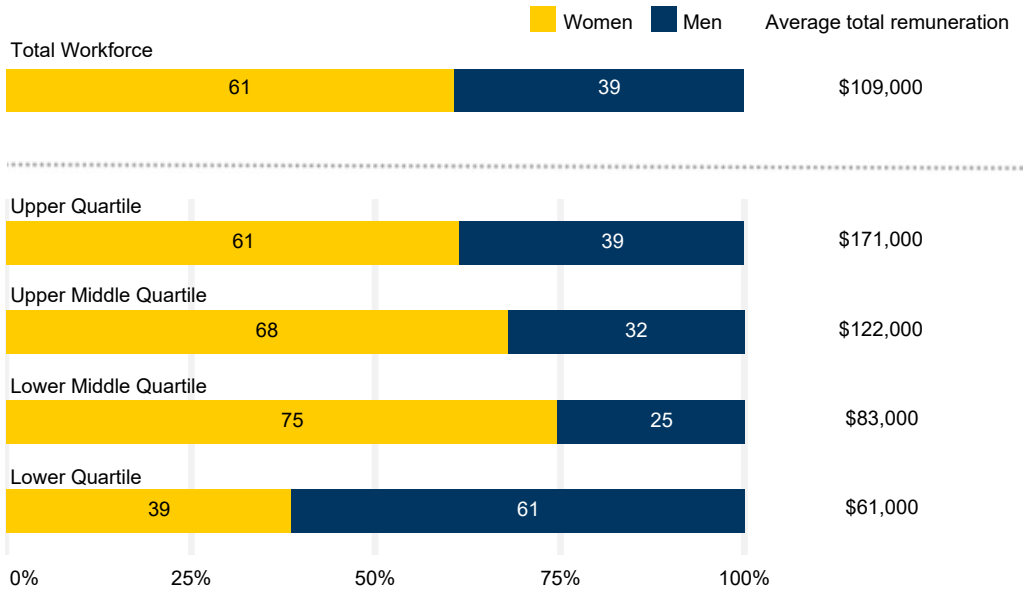
Your corporate group gender pay gap

All employees	2024-25
Average total remuneration	-7.4%
Median total remuneration	-14.5%
Average base salary	-5.7%
Median base salary	-14.7%

- Note: Corporate group gender pay gaps will be published, along with the gender composition and average total remuneration by pay quartile chart below.

Corporate group gender composition by pay quartile

The chart below divides the total remuneration full-time equivalent pay of employees in your corporate group into four equal quartiles. A disproportionate concentration of men in the upper quartiles and/or of women in the lower quartiles can drive a positive gender pay gap.



- Note: The average total remuneration is rounded to the nearest $1,000.

Note on calculations

For the calculations on this page, remuneration for part-time/casuals/part-year employees is converted to annualised, full-time equivalent amounts. Gender pay gap and quartile calculations do not include employees who did not receive any payment during the reporting period, voluntary data submitted for overseas reporting managers or employees who identified as non-binary, as this comparison is between women and men.

Workforce Composition

Your corporate group workforce composition by role

A concentration of one gender in lower-paid roles and the other in more senior and highly-paid roles can increase your gender pay gap.

	CEO/HOB/KMP		Managers		Non-managers	
	Women	**Men**	**Women**	**Men**	**Women**	**Men**
2024-25	65%	35%	59%	41%	61%	39%

Note: CEO = Chief Executive Officer, HOB = Head of Business, KMP = Key Management Personnel.

Your corporate group workforce composition by employment status

Part-time and casual roles are often lower paid. An imbalance in the composition of employees in these roles can be a driver of the gender pay gap.

	Full-time	Part-time	Casual
Women managers	86%	13%	1%
Men managers	93%	4%	3%
Women non-managers	33%	30%	37%
Men non-managers	32%	8%	60%

Key terms and definitions:

Average gender pay gap: is the difference in average earnings between women and men in the workforce. The average is calculated by adding up a list of employees' wages and dividing by the number of employees.

Base salary: an employee's regular salary, excluding superannuation, overtime, bonuses and other additional payments.

Corporate Group: A corporate group, also known as Corporate Structure – is a group of legal entities (subsidiaries) controlled by a parent entity.

Gender pay gap analysis: an analysis of what is driving an organisation's gender pay gaps, looking at workforce composition by gender, representation in more senior and highly paid roles, etc.

Median gender pay gap: the difference between the median of what a man is paid and the median of what a woman is paid in an employer. The median is found by lining up the pay of every man in the business in order of smallest to largest and finding the mid-point. The same is done for the pay of women in that business.

Relevant Employer: is a private sector employer, higher education employer or commonwealth company or entity that is an employer of 100 or more employees in Australia. A 'relevant employer' can be a standalone company, a corporate group, or a subsidiary of a corporate group. An employer's ABN is used to determine the number of employees.

Total remuneration: includes all remuneration for an employee, including superannuation, overtime, bonuses and other additional payments.

ABNs of all employers in your corporate group

22728296617; 40192147977; 43257489023; 82093740624; 83986300603; 98191145037; 98669276573