



G8 Education^{ltd}

Gender Pay Gap Statement

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2023



Workplace
Gender Equality
Agency



MESSAGE FROM PEJMAN OKHOVAT

G8 EDUCATION CEO & MANAGING DIRECTOR

G8 Education is a purpose-led organisation. That purpose is 'creating the foundations for learning for life' and our team embodies this in the work they do every day. We are constantly striving to offer our team members support to be the best they can be, and in turn deliver strong outcomes for children and families.

At all levels of the organisation, we are committed to creating inclusive environments and communities that embrace diversity and equity, and we have high expectations of our relationships with each other and the environments we create, which enable us to prosper and thrive.

We are proud that our organisation is industry leading, with current representation of 96% female team. At each level of our organisation we have higher representation of females.

G8 strives to attract and retain excellent team members, to deliver the best outcomes for the children in our education and care programs. That's why we chose to participate in the first multi-employer bargaining application in Australia. It is important for us to take a leadership role in the early learning sector and advocate for higher wages in

entry level roles and greater recognition of the important role our sector plays in social and economic outcomes across Australia.

Quality and inclusion are an integral part of who we are. It is visible even in the lessons taught and discussions had in the more than 400 G8 Education centres across Australia. Children at our centres will learn about the importance of diversity, inclusion and always striving to improve. This is a philosophy we begin in our early learning settings and replicate with our team members. We are committed to ensure G8 Education creates a fair and equitable workplace at all levels, for all genders.

Our guiding principles for gender equity at G8 are in part inspired by The Early Years Learning Framework (EYLF) 1 which captures a key principle of Early Childhood Education – "Equity, Inclusion and High Expectations".

I would like to acknowledge all of our leaders across the organisation who work tirelessly to ensure that G8 Education is a flexible, inclusive and supportive place to work. We recognise that people need to work in diverse ways, and it's important to us that people feel empowered in their roles, and that they have the flexibility to enable work-life balance.

Pleasingly, our analysis confirms that we do not have a systemic pay issue. At an individual role level, we have limited inequity. When we compare the remuneration of individual team members at the same grade level, we can see that team members are remunerated equitably at G8 Education, regardless of gender. Where we have identified isolated cases of inequity, we are committing to improve them in 2024.

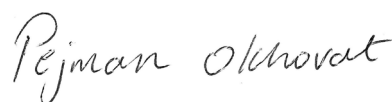
The high proportion of women in entry-level, lower-paid roles and greater representation of men in senior and higher paid specialty roles result in G8's gender pay gap.

Like all early education providers, G8 Education would like to see more men entering the Early Childhood Education and Care (ECEC) sector and a more equal gender balance in our entry level positions. G8 is also focusing on increasing the number of females in our senior leadership and specialty positions.

We constantly analyse recruitment trends, promotion rates and other key statistics to continue our focus on further reducing the gender pay gap. We also conduct like-for-like, by-role and overall gender pay gap analysis at all levels of the organisation and continue to strive for equal gender pay and composition.

Our efforts to create more balance have seen a reduction in the overall gender pay gap in the most recent reporting period.

We have also undertaken an equity analysis across all roles, including benchmarking against external data.



PEJMAN OKHOVAT
Chief Executive Officer



Gender Equity Indicators

GEI1 Workforce Composition

Gender composition by role

The following table shows the proportion of women and men in your workforce by manager/non-manager role compared to your Industry Comparison Group.

	Your workforce		Industry Comparison Group	
	Women	Male	Women	Male
Key Management Personnel (KMPs)	50%	50%	50%	50%
Managers	90%	10%	72%	28%
Non-Managers	97%	3%	81%	19%

G8 Education maintains an industry-leading gender composition, with the majority of both manager and non-manager roles held by women, and gender balanced key management personnel.

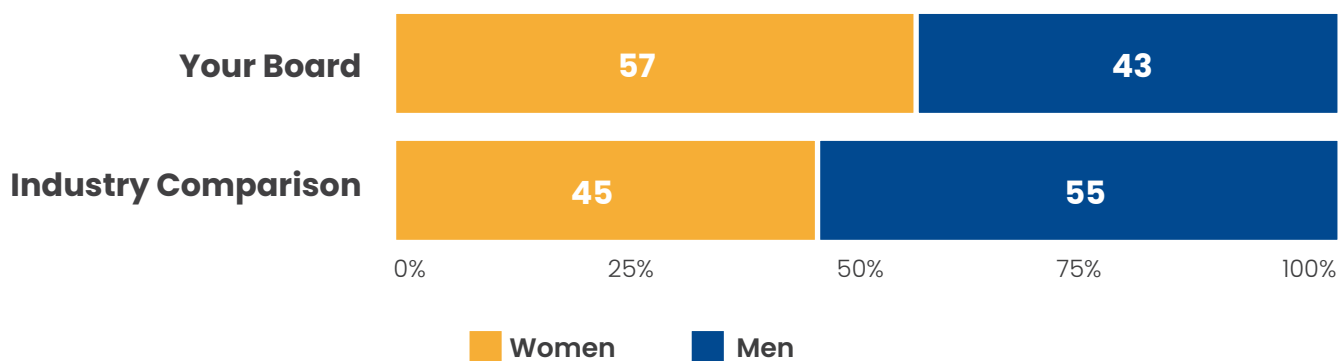
Most male employees work in G8 Education's support office, with low male employee representation within centre-based and lower paid roles. The low number of male employees at centre level is the largest contributor to the gender pay gap that G8 Education has reported.

G8 Education has committed to gender balanced interview panels and selection committees for all Support Office roles in 2024. This will help ensure that selection for key roles is based on merit alone. Our analysis of all appointments during 2023 has shown no evidence of any gender bias.

Gender Equity Indicators

GEI2 Gender composition of governing bodies

Gender composition of governing bodies



The G8 Education board continues to reflect a healthy gender balance, with women representing 57% of non-executive directors in March 2023.

Gender Equity Indicators

GEI3 Equal Remuneration between Women & Men

While on a broad level G8 Education team members are remunerated equitably for performing the same role, we remain committed to resolving inequity wherever it exists within the organisation.

We are tackling this in a range of ways, including encouraging female participation in leadership roles, welcoming more male participation in Centre-based roles, and with our active role in the multi-employer bargaining process.

These measures have seen a reduction in the wage gap in the most recent reporting period.

Through our Study Pathways program, G8 Education gives team members the opportunity to gain Certificate, Diploma and Bachelor qualifications, paid for by G8, while working and being supported by mentors in the organisation.

By investing in our team in this way, we are ensuring that they have the potential to reach higher levels within the organisation, earning more as a result. As our Centre-based team is mainly female, this improved earning capacity.



Gender Equity Indicators

GEI4 Availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities.

We recognise the key role flexibility plays in achieving equal gender participation in the workforce.

G8 is committed to considering all flexible working arrangement requests from our team members and we currently have more than 18% of our team covered by a formal flexibility agreement. We have company-wide reporting on the percentage of team members that work flexibly, and both formal and informal flexibility is role modelled by our Senior and Executive Leadership Teams and regular training in flexibility occurs for business leaders.

We are a business focused on providing care to families and children, and our team members are welcome to make use of discounted childcare arrangements while working with us.

Gender Equity Indicators

GEI5 Consultation with employees on issues concerning gender equality in the workplace

G8 Education commits to at least annually surveying all team members on gender equality and other diversity measures. We conducted a Diversity, Inclusion and Belonging survey in 2023, with a workforce participation rate exceeding 25%.

The feedback from this survey helps to shape and develop our People strategy, which includes our remuneration frameworks, benefits, and strategies that support progression towards gender equity and other diversity initiatives.

In 2023, we conducted a holistic review of our policies and procedures to eliminate the use of gendered language and to ensure that they are contemporary and free from direct or indirect discrimination.

After feedback arising from consultation with team members who work with large multicultural customer bases, we consulted with external religious agencies to develop guidelines for our team members around providing nappy changes and toileting of children, the wearing of religious attire, and other matters so that we can progress gender equity with a sensitivity to religious and/or cultural backgrounds and beliefs.

These initiatives have enabled us to create a more inclusive workplace for team members of all genders and decreased the prevalence of gender-based work expectations.

Gender Equity Indicators

GEI6 Sexual harassment, harassment on the grounds of sex or discrimination

G8 is a large organisation with a national footprint. To ensure we have adequate governance and visibility of incidents relating to harassment or discrimination, we have centralised recording and reporting of grievances, disputes, and whistleblowing matters. The investigation and response to these matters is coordinated locally by our regionally based around-centre support team.

The organisation has a strong 'speak up' culture with each place of work clearly displaying how team members can raise concerns and to whom they can reach out to if they do not feel comfortable raising the matter at hand with their immediate leader.

During the induction of leaders within G8, expectations of treating people with respect and dignity are made clear. Organisational mandatory training also includes the Code of Conduct and bullying and harassment training.

For the reporting period, G8 did not have any cases of sexual harassment or sex discrimination raised.



Aims and Action Plan

Talent Acquisition and Selection

G8 Education's Talent and Acquisition team has committed to a range of initiatives to ensure a fair and equitable recruitment process.

Where possible we will have a balanced interview panel for leadership positions and include a gender-diverse candidate pool for interviews.

For departments where we traditionally find more applications from one gender, we will increase our proactive search to attract the under-represented gender.

We will also work to ensure gender balance, equity and remuneration are considered when exploring internal promotions, and selection decisions are made with gender equity as a key factor.

Review of outlier Gender Pay Gap

G8 Education has committed to reviewing the circumstances surrounding team members where a pay gap exists in the 2024 Remuneration Review. The overall goal of this review is to reduce any inequity between genders at equivalent roles with equivalent skill sets, so reviewing each circumstance individually allows us to pinpoint the reasons underpinning the pay imbalance and address it accordingly.

Set Internal Measures of Gender Pay Equity and Diversity Reporting

We commit in 2024 to introducing visible and transparent internal reporting of relevant gender equity measures, and regular sessions with leaders across the organisation to ensure all progress is understood, recorded, and measured.

Measure Organisational progress against EOCGE criteria.

We commit in 2024 to completing a full analysis of our progress against Employer of Choice for Gender Equality criteria and developing internal action plans to improve our progress.