



Gender Pay Gap Statement

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2024



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.

G8 Education 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 participated in the first Multi-Employer Agreement in Australia. It is important for us to take a leadership role in the early childhood education and care 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 in the lessons taught and discussions had in the more than 400 G8 Education centres across Australia. Children at our centres 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 ensuring G8 Education creates a fair and equitable workplace at all levels, for all genders.

Our guiding principles for gender equity at G8 Education 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 approach 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.

¹Australian Government Department of Education (2022), *Belonging, Being and Becoming: The Early Years Learning Framework for Australia (v.2.0)*. Australian Government Department of Education for the Ministerial Council.

Pleasingly, our analysis confirms that we do not have a systemic pay issue. At G8 Education we measure Gender Pay Gap at the individual role level, role grade level and overall. At an individual role level, we have very 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 identified cases of inequity, we addressed them in the 2024 remuneration review and continue to analyse our progress each quarter.

We are proud that our organisation is industry leading from a representation perspective and that we don't have a gender pay gap across 95% of our team who are our core workforce. Our gender gap is in our support office and specialized roles which represent less than 5% of our workforce.

Whilst we have achieved good progress over the last 2 years, we recognise that we still have work to do and we are committed to achieving a better balance across of our workforce and increase the number of females in our senior and specialty roles

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

Pejman Okhovat

PEJMAN OKHOVAT
CEO & Managing Director



Change and progress in gender pay gap from previous year

G8 Education continues a year-on-year downward trend of reducing the gender pay gap at both Total Remuneration (2%) and Base Salary (1.2%).

Our gender pay gap over time

All employees	2021-22	2022-23	2023-24
Average (mean) total remuneration	23.7%	22.1%	20.1%
Median total remuneration	0.4%	1.9%	0.9%
Average (mean) base salary	23.8%	19.8%	18.6%
Median base salary	0.0%	0.0%	0.0%

Our long-term goal is to continue our year-on-year downward trend whilst at the same time addressing our gender representation at both higher and lower paid levels. Addressing both at the same time will provide the quickest reduction in our gender pay gap.



Insights from our gender pay gap analysis

Composition

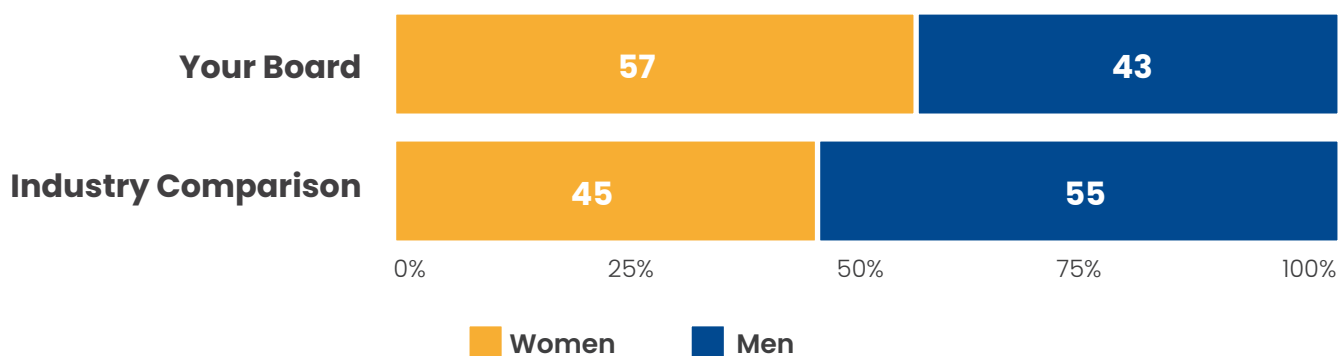
G8 Education maintains an industry-leading gender composition, with the majority of both manager, non-manager and governing body roles held by women.

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%

Gender composition of governing bodies



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

Insights from our gender pay gap analysis

Remuneration

At G8 Education we measure Gender Pay Gap at the individual role level, role grade level and overall level on a quarterly basis and annually through the WGEA submission.

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

The majority of our individual roles sit within our Centre Network and are paid in-line with relevant Awards and our Multi-Employer Agreement, consequently we do not have a gender pay gap across our Centre Network roles.

The minority of our individual roles sit within our Support Office and are paid in-line with our internal grading system benchmarked to the external market. Our analysis has identified we have minimal gender pay gap at the individual role level and during our annual remuneration review we adjusted remuneration increases to ensure we have no gender pay gap at our role grade level.

To continuously reduce our overall G8 Education gender pay gap overtime we must consider the following:

Support Office:

- Increase our female representation at our higher banded roles
- Increase our male representation at lower banded roles
- Continue to address our individual role level and role grade level inequities at appointment and during the annual remuneration review.

Centre Network:

- Increase our male representative across all roles.



Insights from our gender pay gap analysis

Talent Acquisition and Selection

G8 Education's Talent Acquisition team has committed to ensuring a fair and equitable recruitment process, including balanced interview panels for leadership positions and a gender-diverse candidate pool for interviews, where possible.

In departments with significant gender imbalance, we will enhance our proactive search strategies to attract and recruit qualified candidates from underrepresented genders, aiming to build a more diverse team overall.

We will ensure gender balance, equity and fair remuneration are key factors when exploring internal promotion decisions, supporting our commitment to workplace diversity and equal opportunity.

Learning and Development

Through our Study Pathways program, G8 Education gives team members the opportunity to gain Certificate, Diploma and Bachelor qualifications, paid for by G8 Education, 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 earnings.

Benefits

At G8 Education, we provide various meaningful benefits to our team members, including:

- Childcare discounts for team members' children, allowing access to early childhood education and care
- Flexible working arrangements to support work-life balance
- A comprehensive professional development program, offering both financial and non-financial support for career growth
- Above award pay for our educators
- Six weeks annual leave for our teachers
- Reward and discounts programs for staff
- Service recognition initiatives to recognise long-standing team members.

Collectively, all these approaches have helped us achieve our reduction in the gender wage gap in the most recent reporting period.