



27 February 2024

### **Media Statement from the Principal**

Dear College Families

It was a shock to read in the West Australian today that South Coast Baptist College was listed as one of the Organisations that pays women less than men by a statistic of 44.6%. This communication is to reassure you that this representation together with its condemning inuendo, is not accurate.

The statistics do not differentiate between men and women who are part time with many more women in our workforce choosing part time work due to family commitments. Our College supports women returning to work part time who are juggling family commitments and supplementing their family's income. Part time work earns less than fulltime work. Men and women however are paid equally within the same contracted role.

The statistics do not consider how many casual workers we have in our relief pool many of whom are women. Our College supports women wanting casual work who cannot work fulltime. Casual work earns less than fulltime work in terms of annual salary.

The statistics do not support the fact that we employ our own cleaners. Our cleaners are in the majority incredibly diligent women who by choice, are not operating in other higher paid roles, but who wish to work for us for the security and good working conditions we provide to them as valued members of our overall College staff team.

The statistics do not take into account that we operate a very large and thriving Childcare. Our Childcare workers are mostly women. Our Childcare employees are not on the same salary levels as our Teachers but are paid well above the Award in our caring and secure working environment.

The statistics do not take into account that the leadership roles men and women have accepted at the College, determine the differentiating levels of salary. In our educational leadership we have four Female Deputies, three Male Deputies, two Male Heads of Schools (Secondary/Primary) and one Female College Principal/CEO. This hardly suggests inequality in the workforce. That is a 1:1 ratio of male to female Educational Leaders in the most senior educational positions at the College.

I could go on with many more examples to refute the misrepresentation of a statistic being published which does not extrapolate the details of context, the support the College provides for women wanting to return to work but only wanting part-time work, the employment the College provides to educators as well as other workers who by choice, work within the different roles in the College that determines levels of salary.

Please be discerning about the statistics that would try to label an Organisation with a mindset that is not the truth.

I am aware that my staff are offended by this publication and disturbing misrepresentative use of statistical information about our College. I wish to reassure you that our College is a place that honours the good work of our workforce: both males and females equally.

South Coast Baptist College is an equal opportunity employer and a College promoting choice and excellence.

**Dawn Clements**

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**College Principal**

