



Trinity Anglican School's Commitment to Workplace Gender Equality

At Trinity Anglican School, we are committed to fostering a workplace that values gender equality and transparency. Publishing gender pay gap data is an important step in tracking our progress and identifying areas for continued improvement.

Gender pay gap is the difference in *average* earnings between women and men in the workforce –not to be confused with 'equal pay', which means people being paid the same for the same, or comparable job.

We are pleased to see consistent year-on-year improvements in key areas at TAS. Over the past three years, both the median total remuneration gap and median base salary gap have decreased. Additionally, the representation of women in managerial and board positions has grown each year, reflecting our commitment to gender diversity in leadership.

We acknowledge that gender pay gaps are often influenced by broader industry, workforce and societal trends. However, we remain committed to the role we can play in addressing this important issue, and focus on fostering an equitable and inclusive workplace where all staff have the opportunity to thrive.

Trinity Anglican School will continue to implement strategies that promote gender balance across all levels of the organisation, ensuring that talent, contribution, and leadership are recognised and valued equally.