

The Department of Education (the department) is committed to gender equality as a core driver of organisational performance and public value. This includes fostering a workplace where all employees are recognised and rewarded fairly, ensuring equal pay for equal work – regardless of gender.

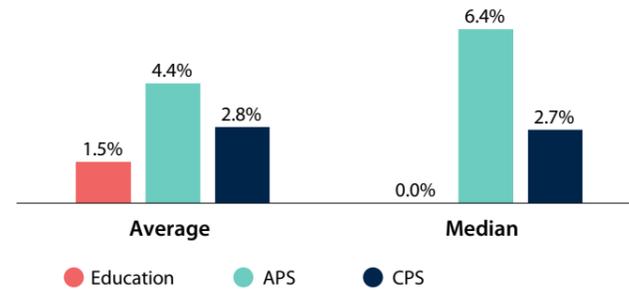
To review the department's progress against this commitment, we analyse remuneration data at regular intervals and also provide it annually to the Australian Public Service Commission (APSC) as part of the [APS Remuneration Survey](#), and the Workplace Gender Equality Agency (WGEA) uses the data as part of the [Commonwealth Public Sector Reporting](#).*

As at 31 December 2025, the department's average base salary gender pay gap was 1.5%¹, which is 2.9% lower than the APS overall reported in [Table 22 – 2024 Remuneration Data Tables](#) and 1.3%² lower than the Commonwealth Public Sector (CPS) reported in the [Commonwealth Public Sector Gender Equality Scorecard](#).

* Please note the Australian Public Service (APS) refers to all employers that fall under the *Public Service Act 1999 (PS Act)* and the Commonwealth Public Sector (CPS) captures all employers that fall under the *Public Governance, Performance and Accountability Act 2013 (PGPA Act)* and have over 100 employees.

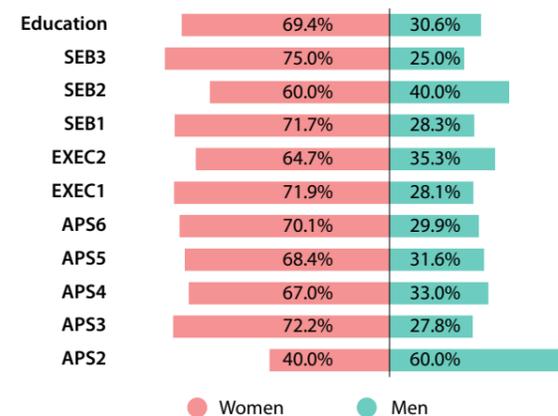
1 The pay gap is calculated using the base salary data for the Department of Education (31 December 2025), APS (31 December 2024) and CPS (31 December 2023).
2 Average, and median gender pay gap of CPS as at 31 December 2023 are sourced from [Commonwealth Public Sector Gender Equality Scorecard](#), the latest available benchmark data at the time of the preparation of this Employer Statement. The next release of this sector-wide Scorecard is scheduled for 3 March 2026 by WGEA.

Figure 1. APS, CPS and the Department of Education average and median gender pay gap¹



The department's workforce composition is predominantly women across most classification levels with 69.4% representation across the SES levels. The department's total breakdown includes 69.4% women, 30.6% men, and 0.5% using a different term. The large representation of women including at the senior levels is the key factor behind a considerably small pay gap in the department. Figure 2 shows the percentage of men and women at each classification.

Figure 2. Department of Education gender composition by substantive classification as at 31 December 2025



To further assess gender equality within the department, earnings were ordered from smallest to largest and divided into 4 equal groups (quartiles) with the upper quartile comprising the top 25% of earners, the upper middle the next 25% and so on. The gender composition of these quartiles in Figure 3 shows women not only make up most of the department's workforce but are also the majority of top earners. This is especially noteworthy when compared to the CPS² where 47% of women make up the upper quartile. The department's pay quartile distribution aligns closely with the overall departmental distribution and shows that women and men undertaking work of similar value are remunerated equally.

Figure 3. Department of Education earning quartiles and their gender compositions

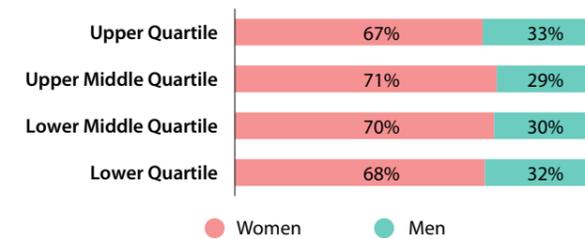
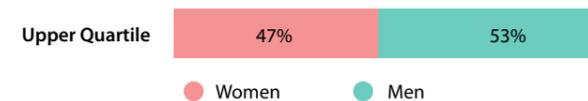


Figure 4. Commonwealth Public Sector (CPS²) earnings upper quartile



Our ongoing commitment

The department is committed to achieving gender equality. This includes:

Ensuring our employees receive equal pay for equal work, regardless of gender.

Continue to conduct an annual pay gap analysis to monitor our commitment towards pay equality as well as a review of our commitment towards the **six (6) Gender Equality Indicators (GEIs)**.

Setting of three gender equity targets from the [WGEA Targets Menu](#). These targets will be incorporated into the department's People Strategy, monitored and achieved over the next three years.

Consideration of future employment conditions for both non-SES and SES cohorts.

Affirmative action in relation to attraction to professional and technical roles.

Targeted measures to uplift capability and improve gender-balance in all management levels.

The *Workplace Gender Equality Act 2012* requires employers with 100 or more employees to report annually against 6 Gender Equality Indicators. The Department of Education is committed to achieving gender equality and ensuring equal pay for equal work regardless of gender. In order to meet our commitment, we have measured the department against each indicator.

Gender composition of the workforce

GEI 1

- The department tracks and reports on gender representation in all workforce categories, with a focus on maintaining women's participation in leadership roles.
- The department regularly publishes workforce composition data to ensure transparency.
- The department's efforts in promoting gender equality are evident in the higher representation of women in executive leadership roles and the alignment of promotion and engagement rates with our workforce composition.

Gender composition of governing bodies

GEI 2

- The department adheres to the gender composition of the Executive Board which is its governing body as set out by the department's terms of reference and monitors the gender composition to ensure balanced representation.
- The department's governing body currently has 60% women and 40% men, which is considered gender-balanced in accordance with the WGEA guidelines.

Equal remuneration between women and men

GEI 3

- The department conducts regular pay gap analyses.
- The department adheres to transparent pay structures and merit-based evaluation processes to ensure equitable remuneration for all employees.
- The current median (0.0%) and average gender pay gap (1.5%) within the department is neutral, ranging from 1.3% to 2.3% in the last 12 months, and is lower than the APS and CPS average and median values (see Figure 1). The WGEA guideline considers variations between -5.0% to +5.0% as neutral.

Flexible work

GEI 4

- The department offers a range of flexible work options, including remote work, part-time arrangements, compressed working hours, and job sharing in support of work-life balance for employees with caring responsibilities.
- Both men and women are equally encouraged to utilise flexible arrangements.
- The department also has clear guidance to support the uptake of these arrangements to ensure ease of accessibility.

Consultation with employees on issues concerning gender equality

GEI 5

- The department engages employees through:
 - the APS Employee Census,
 - the Consultative Committee, and
 - other feedback mechanisms, such as staff surveys to understand perceptions of gender equality.
- The department further engages with its various diversity and inclusion networks to support, consult on and oversee gender equality and other initiatives.

Sexual harassment, harassment on the ground of sex or discrimination

GEI 6

- The department provides person centred and trauma informed approach to support staff.
- The department provides training programs to raise awareness and prevent harassment and discrimination.
- The department maintains robust reporting mechanisms and support systems for employees to report incidents safely and confidentially.