



## Workplace Gender Equality Agency Employer Statement 2024/2025

TSH (Teach, Speak, Hear) is a trusted Western Australian organisation. We are a registered charity, not-for-profit organisation, independent school and NDIS provider. For over 50 years we have supported children and their families with hearing loss and/or speech and language difficulties.

TSH is the only place in Western Australia that provides education, speech and audiology services all in the one location. This ensures a holistic and family centred approach across all programs.

To provide these unique services, TSH employs a wide range of professions including Teachers, Education Assistants, Speech Pathologists, Audiologists and Occupational Therapists. These are historically female dominated roles and, as such, females make up 95% of our total workforce.

We are proud that our leadership team reflects our predominately female workforce, with our Senior Leadership Team being comprised of six females and one male. We also have in place leadership development pathways including twelve females and one male employed in key succession roles.

Our organisation is committed to supporting all members of our workforce through:

- Upholding our foundations of being a family centred practice by supporting not only the families of our clients, but also supporting our employees work life balance
- Flexible work options with 73% of our permanent employees being employed in a part time capacity
- Seven weeks annual leave for non-school employees
- Ten weeks paid parental leave available for primary care givers and four weeks for non-primary care givers
- Twelve and a half days personal leave including sick and carers leave
- Providing inclusive language education and guidelines to all employees
- A commitment to creating a culture where concerns can be raised freely and responded to appropriately
- Recruitment and selection policies and procedures focused on merit-based appointments
- A demonstrated commitment to supporting employees experiencing family and domestic violence
- Policies, procedures, education and ongoing awareness to prevent sexual harassment, discrimination and bullying.



## **OUR GENDER PAY GAP**

TSH's total remuneration gender pay gap is 25.6% and the median is 25.5% which indicates men are paid slightly more on average than women in our organisation.

Our gender pay gap is primarily a result of societal conventions around traditional gender roles. Our challenge is the lack of males that are attracted to the education and allied health sectors, particularly to entry level positions. Subsequently, our gender pay gap reflects our workforce composition, which sees our small number of male employees appointed to professional and managerial roles which sit in the upper pay quartiles.

A remuneration structure based solely on qualifications and years of experience applies to the vast majority of our roles. For the remaining employees, remuneration is based on the responsibilities of the position, industry benchmarking, internal relatives, qualifications and experience, not on gender.

We are committed to upholding a gender equal environment and creating an inclusive and supportive culture for all employees. We have a continual focus on consulting with our workforce on gender related matters and analysing our human resources data to identify and action any gender related gaps.

***Statistics outlined are for the 2024/2025 reporting year.***