



WGEA Gender *Pay gap*

2023-2024 Employer Statement



Introduction

WGEA (Workplace Gender Equality Agency) is a Commonwealth government agency established by the Workplace Gender Equality Act 2012.

The Act requires employers with 100 or more employees to report annually against six gender equality indicators.

From 2025, WGEA is reporting on average (or mean) pay gaps, median pay gaps, gender composition and average total remuneration by pay quartile.

This statement summarises Tennis Australia's Gender Pay Gap data for 2023-2024 and outlines the work we are doing as part of our work towards closing the gap.



Commitment *statement*

“Equality, inclusion and diversity – both on and off the court – are at the heart of everything we do.

Tennis is one of the very few global sports in which men and women compete on the same stage, earn equal prize money and have equal exposure.

While this is a source of pride, we recognise we can always do more as we continue to strive for equality, inclusion and diversity in the sport.

We want to foster an inclusive and equitable workplace where all team members are valued and rewarded fairly.

Tennis is addressing the gender pay gap and is working toward achieving gender pay equity across our organisation.

We are taking clear steps that reflect WGEA’s six equality indicators, including updated recruitment practices, parental leave entitlements, and policy updates.

Our goal is to create a workplace where everyone can succeed and be rewarded fairly for their contributions, leading the way in gender pay equity and providing a positive example for the broader sports community.”

Craig Tiley
Tennis Australia CEO



Our progress

Positive actions taken in 2024 include:



POLICY SUPPORT



13 to 26 Weeks

- Increased paid parental leave offered by Tennis Australia, now 26 weeks for primary carers and 6 weeks for non-primary carers plus superannuation.
- Leave can be taken within the first two years of birth by all genders.



NEW

+10 Days

Introduced additional 10 paid 'care days' for team members returning from a period of parental leave.



NEW

Life Leave

Introduced 'life leave' for the unexpected and extraordinary things that happen in life, which may include IVF treatment and menopause.



EDUCATION AND TRAINING



Training

Training delivered to Senior leaders on their role as a leader in preventing sexual harassment.



Celebrating International Women's Day

Internal International Womens' Day events held in March 2024. The events were an opportunity to celebrate the gender equality successes across Tennis Australia as well as build awareness and advocacy so all employees can take meaningful action toward an inclusive and equitable workplace.



RECRUITMENT



+ Senior Roles

For Senior roles, we proactively seek to hire a woman for the departments' leadership team by headhunting qualified candidates.



Gender Balance

In Talent Acquisition practices, we recommend our interview panels are gender balanced and include a woman member. We strive for a gender balanced shortlist and recommend a balance of both men and women are interviewed for each position.



NEW

+\$200

Adjusted our referral program to include an additional \$200 bonus for employees who refer women hired into Head of/Director level roles.



OTHER INITIATIVES



Data & Insights

Leveraged data and insights from equidi to identify pay equity and pay gap issues which is shared quarterly with Executive Leadership Group.



Planning

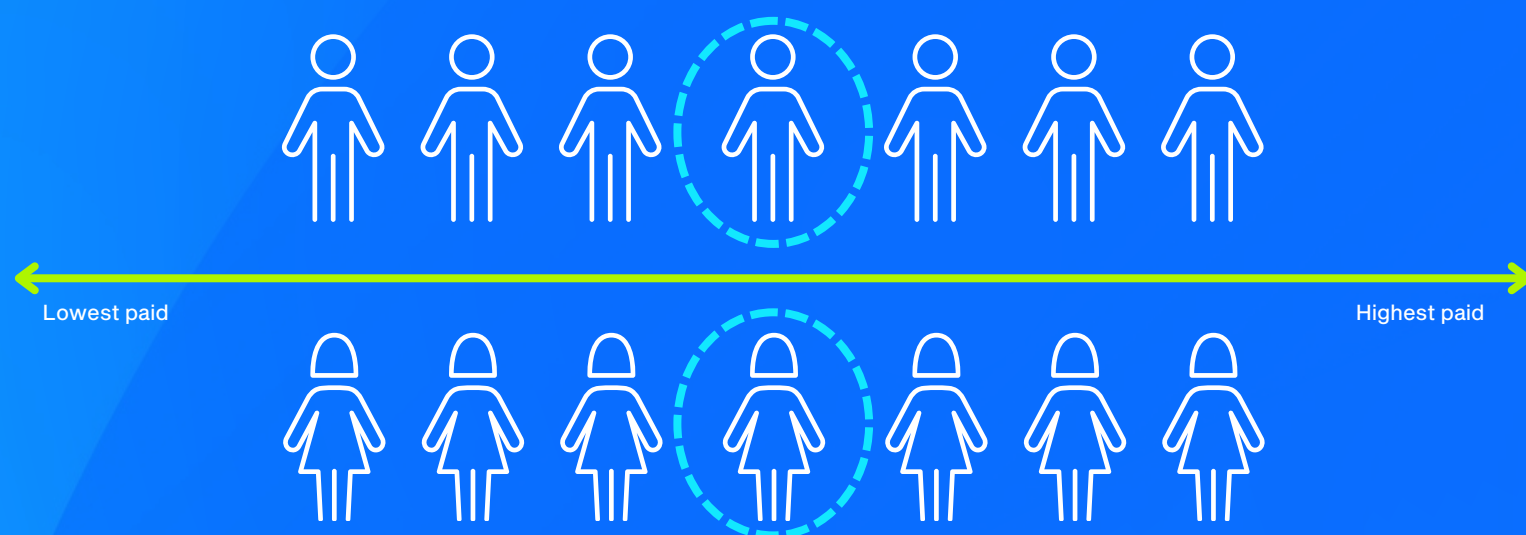
Focussed talent/succession planning discussion with Executive Leadership Group.

Understanding the gender pay gap

The WGEA gender pay gap (GPG) metric is defined as the difference between the earnings for men and women, expressed as a percentage (%) of men's earnings. This year, both median and average (mean) GPG for base salary and total remuneration will be released.

Median Gender Pay Gap

The median gender pay gap is calculated as the difference between the middle earnings of men and the middle earnings of women after ranking then in order from lowest to highest.

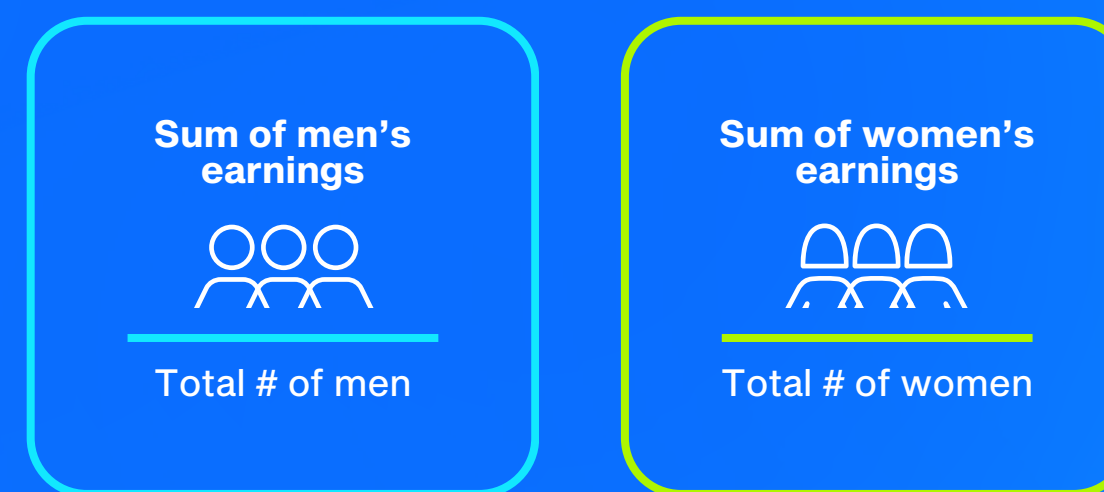


Both the average and median gender pay gaps are expressed as a %, representing the difference between men's and women's earnings expressed as a percentage of men's earnings.

Average (Mean) Gender Pay Gap

The average gender pay gap compares the average earnings of men to the average earnings of women in the reporting group.

This is calculated as the difference between:



The gender pay gap is expressed as a percentage of men's earnings.

A positive percentage indicates men are paid more on average than women and a negative percentage indicates women are paid more on average than men.

The gender pay gap is different to women and men being paid the same, for the same or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia.

Tennis Australia

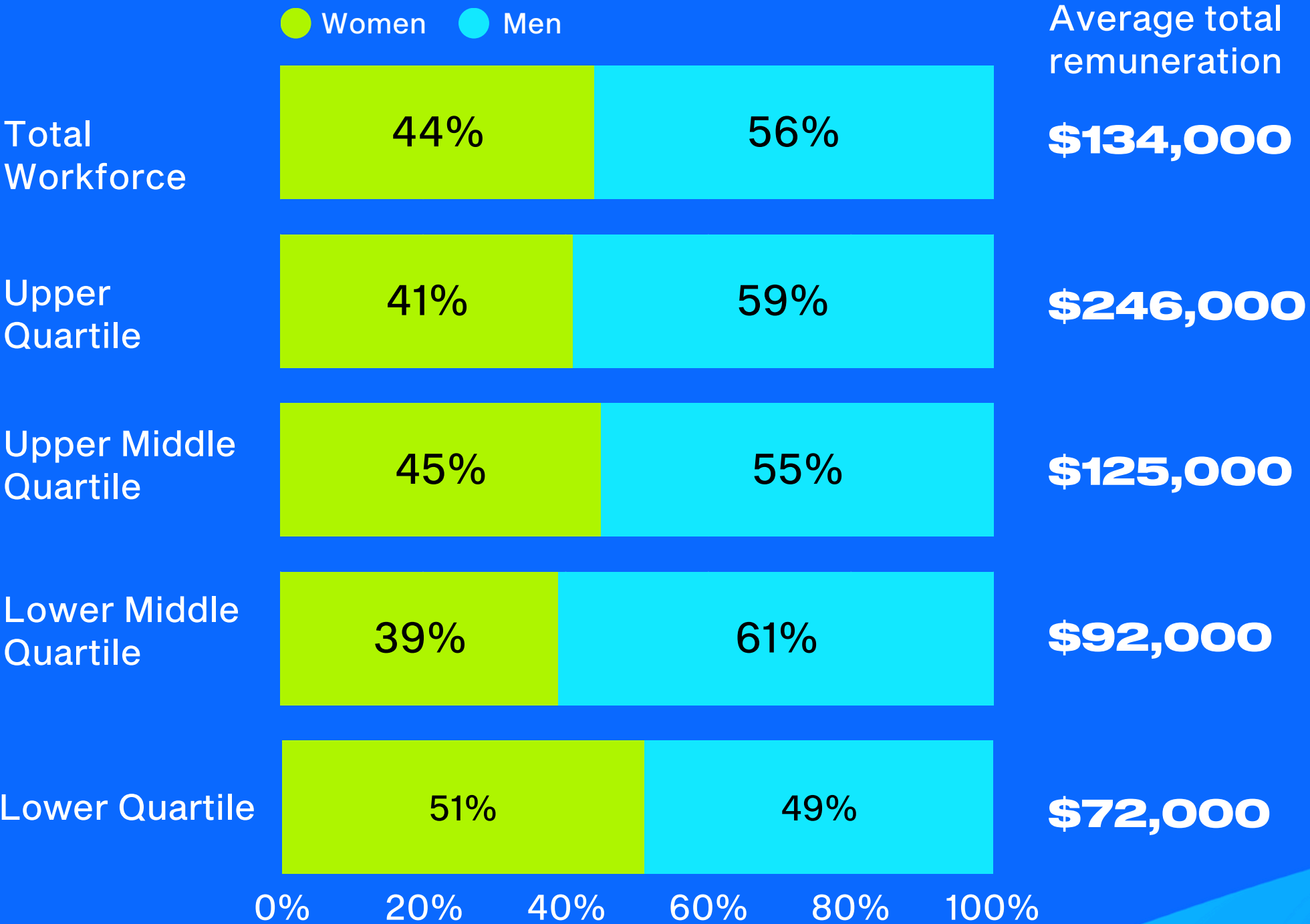
Gender Pay Gap

All Employees	2023-2024
Average (mean) base salary	10.1%
Average (mean) total remuneration	11.0%
Median base salary	4.7%
Median total remuneration	2.6%

- Notes:
- Base salary = wages/salary
 - Total remuneration = wages/salary, superannuation, bonuses, commissions, allowances and other benefits
 - During Feb 2024, WGEA for the first time released employer's Median Total Remuneration and Median Base Salary Gender Pay Gap %'s for 2022-23 period.
 - On 4 March 2025, in addition to the Median for both Base Salary and Total Remuneration, WGEA will also release Gender Pay Gap %'s or Average (mean) Base Salary and Total Remuneration.
 - This year for the first time, Executive data is included in the four Gender Pay Gap percentages, where previously it wasn't included in 2022-23.
 - Further information available on [WGEA website](#).

Gender composition by pay quartile

The chart below divides the total remuneration full-time equivalent pay of all employees into four equal quartiles. A disproportionate concentration of men in the upper quartiles and/or of women in the lower quartiles can drive a positive gender pay gap.





Things to come *this year*

01

EDUCATION AND TRAINING

Continuing to educate our workforce on the importance of diversity and creating an inclusive environment so all team members can thrive.

02

RECRUITMENT

We are partnering with Work 180 who champion diversity and can support reaching out to a new talent pool of women.

03

DATA & INSIGHTS

Leveraging exit interview data to understand drivers for womens' resignations.

Continuing pay equity audits during remuneration review.

04

OTHER INITIATIVES

Focused talent discussions to strengthen leadership pipelines for women.

Evolution of Tennis Leadership Career Strides, providing opportunities for team members to connect across all levels.

Tennis continually reviews the effectiveness of our programs and focus areas.

Thank you



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Trailblazing *moments*

For more than 100 years, we have proudly stood at the forefront of implementing positive change for women and girls. We hope to inspire other sporting codes and organisations around the world as we continue to create opportunities for, and champion the women and girls involved in Australian tennis.



1922

Women compete for the first time at what is now known as the Australian Open. Maude Molesworth wins the tournament and later goes on to become Australia's first woman professional tennis coach.



1970

Australians Judy Dalton and Kerry Reid along with other members of the Original Nine become the first professional women tennis players.



1984

Equal prize money is first awarded at the Australian Open



2009

Australian Open women's final moves to prime time.



2017

Jayne Hrdlicka becomes Tennis Australia's first women Chair.



2022

Ashleigh Barty becomes the first Australian to win the AO since Chris O'Neil in 1978. Her victory is the highest rating women's final in OzTAM history.



1960-1975

Margaret Court wins a record 24 Grand Slam singles titles – the most of any player in history – man or woman. She becomes the first mother to win a Grand Slam in the Open Era at the Australian Open in 1973.

1971

Evonne Goolagong Cawley becomes the first Aboriginal woman to win a Grand Slam and the first tennis player to be awarded Australian of the Year. In 1980 she becomes the first and only mother to win Wimbledon.



1996

Women's Coaching Scholarship program is established to provide more opportunities for women to become high performance coaches.



2016

AO Inspirational Series is launched to celebrate women and shine a global spotlight.



2019

Cheryl Jenkins becomes the first women Chief Umpire of the Australian Open.



2022

100 years of women's tennis is celebrated at the AO with Maude Molesworth and 1930's champion Joan Hartigan inducted into the Australian Tennis Hall of Fame. Australian Open women's semifinals move to prime time.

