GENDER PAY GAP OVERVIEW

APRIL 2025

INTRODUCTION

Our aim is to always pay people fairly for the work that they do and achieve as close to equal gender representation as possible across our Career Framework job families and levels.

There are a myriad of factors that are considered when determining an employee's salary, such as their experience, qualification, performance level and so on, meaning naturally there will always be pay differences between individuals for the work that they do.

However, gender should never be a contributing factor. We will continue to focus on mitigating factors that drive our gender pay gap by using evidence-based approaches and investing in relevant benchmarking tools.

This is **Gender Pay Gap** report is based on pay data for the **2024** reporting period that runs from **April 2023** to **April 2024**. Our calculations are based on pay data for **2,537 employees** in **April 2024**, as required by the mandatory gender pay gap reporting regulations. We removed all employees who did not receive full pay during the snapshot period. The data is taken from all QA roles, at each job level, and the corresponding rates of pay and bonus payments.

We report on the two separate legal entities that make up the Group: **QA Ltd and QA Higher Education Ltd.**

QA

QA Ltd helps learners and companies build their tech and digital capabilities through a range of training courses, apprenticeships, and learning solutions. Within QA, there are **1,650 employees** with **725 women** and **925 men** in scope for gender pay gap analysis.

QA HIGHER EDUCATION (QAHE)

QA Higher Education Ltd provide private higher education in partnership with universities across the UK. There are **887 employees** with **427 women** and **460 men** who received full pay and were included in this years' analysis.

PAY QUARTERLIES
YEAR-TO-YEAR CHANGES WITHIN THE PAY QUARTILES

	WOMEN			MEN		
	2024	**2023**	**2022**	**2024**	**2023**	**2022**
QA LTD						
Lower	58.8%	52.3%	44.9%	41.2%	47.7%	55.1%
Lower Middle	41.7%	41.7%	43.2%	58.3%	58.3%	56.8%
Upper Middle	40.2%	41.5%	39.4%	59.8%	58.5%	60.6%
Upper	35%	32.5%	30.9%	65%	67.5%	69.1%
QAHE LTD						
Lower	62.2%	63.3%	65.4%	37.8%	36.7%	34.6%
Lower Middle	54.5%	61.4%	61.1%	45.5%	38.6%	38.9%
Upper Middle	40.1%	44.7%	37.6%	59.9%	55.3%	62.4%
Upper	35.7%	48.9%	31.8%	64.3%	51.1%	68.2%

PAY GAP

PAY GAP QA	**2024**	**2023**	**2022**
Median	12.9%	12%	10.4%
Mean	13.5%	13.5%	12.4%

PAY GAP QAHE	**2024**	**2023**	**2022**
Median	20%	19.7%	24.2%
Mean	18.1%	13.7%	31.3%

BONUS PAY GAP

Illustrates the difference in the average bonus payments received by male and female employees, expressed as a percentage.

Where there is a negative percentage, this indicates that women receive a larger bonus than men.

	2024	2023	2022
QA LTD			
Median	-28.7%	-35.8%	0%
Mean	6.2%	9.4%	19.9%
QAHE LTD			
Median	0%	3.9%	0%
Mean	51.2%	16.1%	-25.2%

BONUS PROPORTION

Illustrates the proportion of the total male and female workforce who received a bonus.

	QA	QAHE
2024		
Male	44.3%	35.4%
Female	39.1%	47.5%
2023		
Male	38.6%	21.4%
Female	36%	19.6%
2022		
Male	88%	78%
Female	95%	88%