



GENDER PAY GAP OVERVIEW

APRIL 2026





INTRODUCTION

QA Higher Education Ltd provide private higher education in partnership with universities across the UK.

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 **Gender Pay Gap** report is based on pay data for the **2025** reporting period that runs from **April 2024** to **April 2025**.

Our calculations are based on pay data for **612 employees** in **April 2025**, 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 roles within the organisation, at each job level, and the corresponding rates of pay and bonus payments.

PAY QUARTERLIES

YEAR-TO-YEAR CHANGES WITHIN THE PAY QUARTILES

	WOMEN			MEN		
	2025	2024	2023	2025	2024	2023
QAHE LTD						
Lower	64.9%	62.2%	63.3%	35.1%	37.8%	36.7%
Lower Middle	60.1%	54.5%	61.4%	39.9%	45.5%	38.6%
Upper Middle	47.1%	40.1%	44.7%	52.9%	59.9%	55.3%
Upper	40.5%	35.7%	48.9%	59.9%	64.3%	51.1%

PAY GAP

PAY GAP QAHE	2025	2024	2023
Median	18.9%	20.0%	19.7%
Mean	16.2%	18.1%	13.7%

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.

QAHE LTD	2025	2024	2023
Median	68.7%	0.0%	3.9%
Mean	59.2%	51.2%	16.1%

BONUS PROPORTION

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

QAHE LTD	2025	2024	2023
Male	20.2%	35.4%	21.4%
Female	22.7%	47.5%	19.6%

