POWERING POTENTIAL

QA GENDER PAY GAP REPORT 2019 - 2021

OCTOBER 2021

THE GENDER PAY GAP

INTRODUCTION

Our aim is to pay people fairly for the work that they do and achieve as close to equal gender representation as possible across our Career Framework job levels. We will continue to focus on mitigating the factors that drive our gender pay gap by using evidence-based approaches and investing in relevant benchmarking tools.

This is our fourth Gender Pay Gap report and this year we've included our pay data from 2021, 2020 and 2019 to give a holistic account of our gender pay-gap over recent years. We have chosen to report 2021 data early to provide the most current position.

Our calculations are based on pay data for more than 2,000 employees in April 2021, 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 of our diverse roles, at each job level, and the corresponding rates of pay.

We first report on QA Group as a whole to look at our organisation's pay disparity for all UK employees. Secondly, we report on the separate legal entities that make up the group: QA Ltd and QA Higher Education Ltd.

QA GROUP

We continue to voluntarily report our collective Group gender pay gap data to show our overall position. The data for April 2021 refers to 2047 employees, 901 female and 1146 male.

QA

The QA Ltd legal entity of the Group consists of three business lines: Learning, Apprenticeships and Consulting, plus the associated central services teams. As a collective there are 1438 employees within QA Ltd (2021) and the gender break down is 579 females and 859 males.

QA HIGHER EDUCATION

QA Higher Education Ltd provide private higher education in partnership with universities across the UK. As a workforce the gender proportion is fairly evenly distributed and the only business line where there is a majority of females. Out of 609 employees in April 2021 we have 322 females and 287 males.

PAY QUARTILES

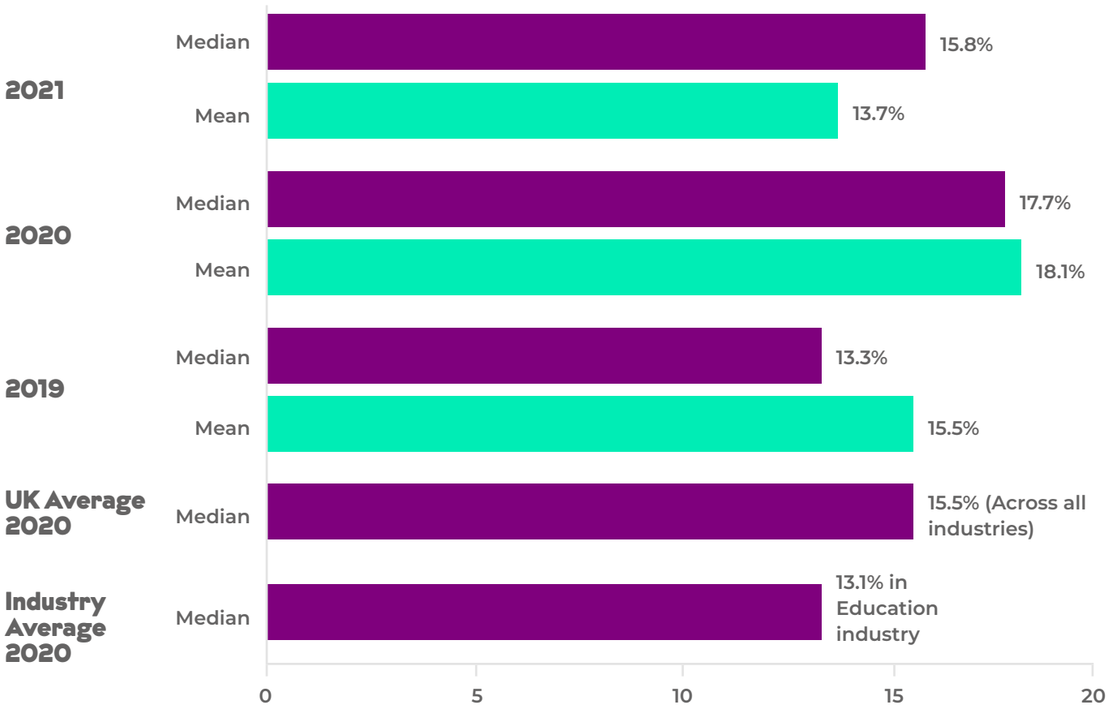
PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE – 2021

	QA GROUP	QA	QAHE
Lower	50M - 50F	57M - 43F	33M - 67F
Lower Middle	48M - 52F	53M - 47F	33M - 67F
Upper Middle	62M - 38F	61M - 39F	62M - 38F
Upper	64M - 36F	70M - 30F	56M - 44F

PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE – 2020

	QA GROUP	QA	QAHE
Lower	56M - 44F	51M - 49F	25M - 75F
Lower Middle	48M - 52F	50M - 50F	34M - 66F
Upper Middle	60M - 40F	61M - 39F	61M - 39F
Upper	67M - 33F	67M - 33F	62M - 38F

PAY GAP QA GROUP



	2021	2020	2019
Pay Gap QA			
Median	**17.4%**	**14.8%**	**13.8%**
Mean	**21.7%**	**17.8%**	**20.1%**
Pay Gap QAHE			
Median	**23%**	**27.5%**	**14.8%**
Mean	**15.8%**	**16.5%**	**11.2%**

BONUS PROPORTION

Illustrates the proportion of the total male and female workforce who received a bonus. Including commission & other variable pay elements.

	QA Group	QA	QA Higher Education
2021			
Male	**87%**	**89%**	**80%**
Female	**88%**	**90%**	**85%**
2020			
Male	**49%**	**48%**	**52%**
Female	**60%**	**63%**	**48%**

BONUS PAY GAP

	2021	2020	2019
Pay Gap QA Group			
Median	**0%**	**30%**	**47%**
Mean	**6%**	**24%**	**17%**
Pay Gap QA			
Median	**0%**	**35%**	**36%**
Mean	**6%**	**31%**	**24%**
Pay Gap QAHE			
Median	**0%**	**0%**	**-5%**
Mean	**3%**	**9%**	**-19%**

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