



GENDER AND ETHNICITY PAY GAP OVERVIEW

JANUARY 2023

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 our fifth Gender Pay Gap report and this year we review pay data from the 2022 reporting period that runs from April 2021 to April 2022.

Our calculations are based on pay data for 2,248 employees in April 2022, as required by the mandatory gender pay gap reporting regulations. We removed all employees who did not receive full pay during the snapshot period (296). The data is taken from all QA roles, at each job level, and the corresponding rates of pay and bonus payments.

We first report on QA Group 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.

QA

The QA Ltd legal entity consists of three business units: Learning, Apprenticeships and Talent, plus the associated central services teams. QA helps learners and companies build their tech and digital capabilities through a range of training courses, apprenticeships, bootcamps and learning solutions. Within QA, there are 1,621 employees with 642 women and 978 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. 307 women and 319 men received full pay and were included in this years' analysis.

PAY QUARTILES

YEAR-TO-YEAR CHANGES WITHIN THE PAY QUARTILES

GROUP QUARTILE	WOMEN		MEN	
	2022	2021	2022	2021
QA GROUP				
Lower	50.5%	50%	49.5%	50%
Lower Middle	46.4%	52%	53.6%	48%
Upper Middle	39.9%	38%	61%	62%
Upper	32%	36%	68%	64%
QA LTD				
Lower	44.9%	43%	55.1%	57%
Lower Middle	43.2%	47%	56.8%	53%
Upper Middle	39.4%	39%	60.6%	61%
Upper	30.9%	30%	69.1%	70%
QAHE				
Lower	65.4%	67%	34.6%	33%
Lower Middle	61.1%	67%	38.9%	33%
Upper Middle	37.6%	38%	62.4%	62%
Upper	31.8%	44%	68.2%	56%

PAY GAP

PAY GAP QA GROUP	2022	2021
Median	13.4%	15.8%
Mean	17.2%	13.7%
PAY GAP QA	2022	2021
Median	10.4%	17.4%
Mean	12.4%	21.7%
PAY GAP QAHE	2022	2021
Median	24.2%	23%
Mean	31.3%	15.8%

BONUS PAY GAP

	2022	2021
PAY GAP QA GROUP		
Median	0%	0%
Mean	11.3%	6%
PAY GAP QA		
Median	0%	0%
Mean	19.9%	6%
PAY GAP QAHE		
Median	0%	0%
Mean	-25.2%	3%

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	QAHE
2022			
Male	87%	88%	78%
Female	93%	95%	88%
2021			
Male	87%	89%	80%
Female	88%	90%	85%
2020			
Male	49%	48%	52%
Female	60%	63%	48%

Ethnicity Pay Gap

This year for the first time, we are voluntarily publishing our ethnicity pay gap. This is to demonstrate our commitment to becoming a more open and inclusive organisation. We need to exercise caution with these results, as only circa 60% of the relevant population disclosed their ethnicity.

	QA GROUP	QA LTD	QAHE
Total Population	2248	1621	627
No. white employees disclosing	1000	851	149
No. ethnic diverse employees disclosing	384	246	138
Mean pay gap	-0.8%	6.3%	-14.8%
Median pay gap	-5.3%	1.8%	-22.6%

