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# Gender pay report 2018





“ In 2018 AQA’s median gender pay gap has decreased to 8.37%. The national median gender pay gap is 18.4% and within the education sector the gap stands at 19.7%. Comparatively AQA is therefore in a better position than many other organisations.

Although our pay gap has reduced, AQA needs to do more to address this issue. There is an increasing focus on diversity and inclusion at AQA and this work will also support the closing of AQA’s gender pay gap.”

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Professor Toby Salt,  
Chief Executive Officer

In 2017 AQA’s median pay gap was 9.83%. This year our pay gap has **decreased** to 8.37%.

# What is the gender pay gap?

All UK companies with 250 or more employees are required by law to annually carry out Gender Pay Reporting. This falls under the Equality Act 2010 (Gender Pay Gap Information) Regulations and should be completed by 5 April each year.

The aim of this requirement is to eliminate gender pay gaps across all organisations in the UK.

We are required to publish our report every year on our [AQA website](#) and a government website, [Gender Pay Gap Service](#).

The 5 April is classed as the 'snapshot' date and is the date that all companies will use annually for capturing data in order to calculate the gender pay gap. The calculations for the report are based on the hourly rate of all employees as of 5 April each year.

The regulations set out the calculations and information required to be published. These are:

- mean and median gender pay gap
- proportion of males and female by quartile pay band
- mean and median gender bonus gap
- proportion of males and females receiving a bonus.

## What is the difference between equal pay and gender pay?

It is essential to note that the gender pay gap differs from equal pay.

### Equal pay

Equal pay looks at the pay differences between men and women who carry out the same role, similar roles or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

### Gender pay

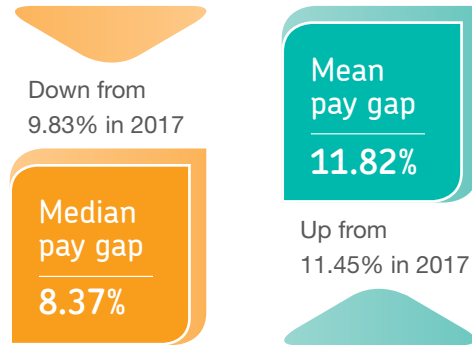
The gender pay gap shows the differences in the average pay between men and women, no matter what their role or seniority is.

# AQA's gender pay gap

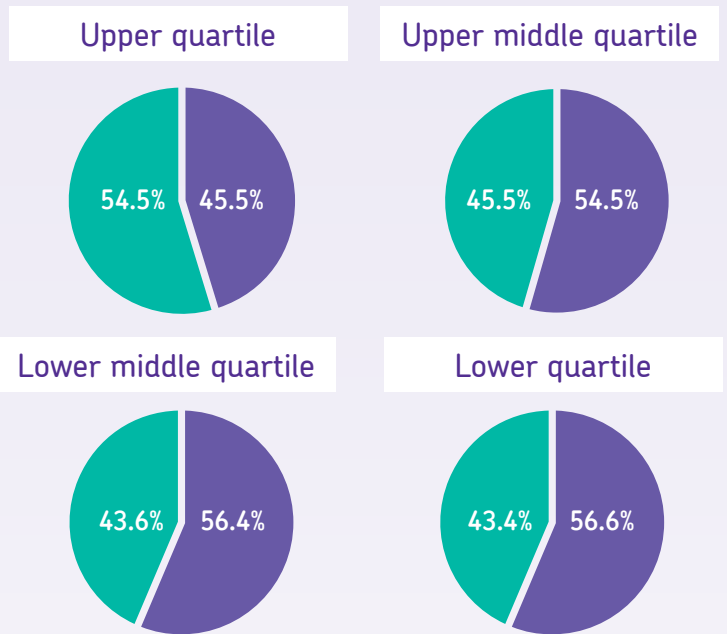
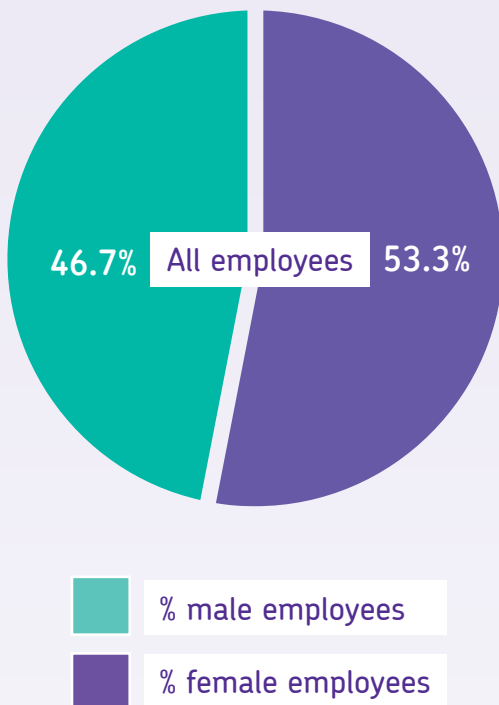
AQA's median gender pay gap in 2018 has decreased to 8.37% and there is a small increase in our mean gender pay gap to 11.82%.

Our quartile analysis shows that there are fewer women in the most senior roles at AQA. We believe this to be the reason for our mean pay gap being higher than our median pay gap.

## Mean and median gender pay gap



## Quartile analysis



All employees were split into four equal quartiles based on their gross hourly pay on 5 April 2018.

Our 2018 report continues to show a greater female representation in all quartiles apart from the upper quartile.



There are more males than females in the upper quartile and this indicates that there are more males in the most senior roles in our business.

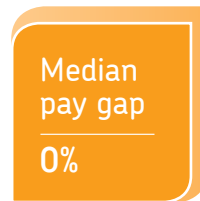
To assist with addressing this, an Empowering Women individual development programme has been established. This work aims to help AQA create a working environment where women and men have equal opportunities to progress.

We are also making changes to our family friendly and flexible working procedures to ensure career progression at AQA is compatible with family life.

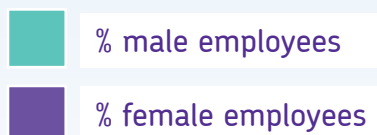
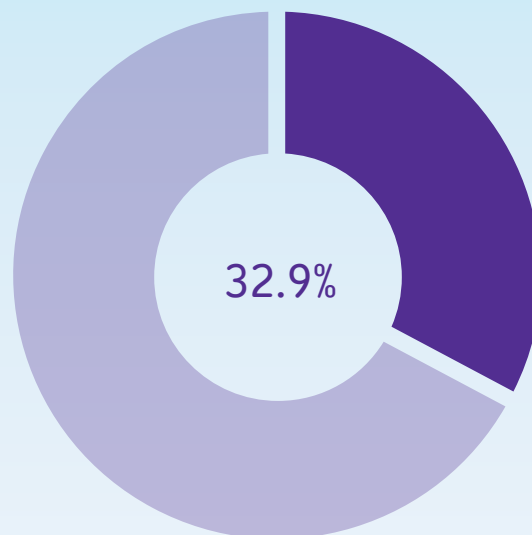
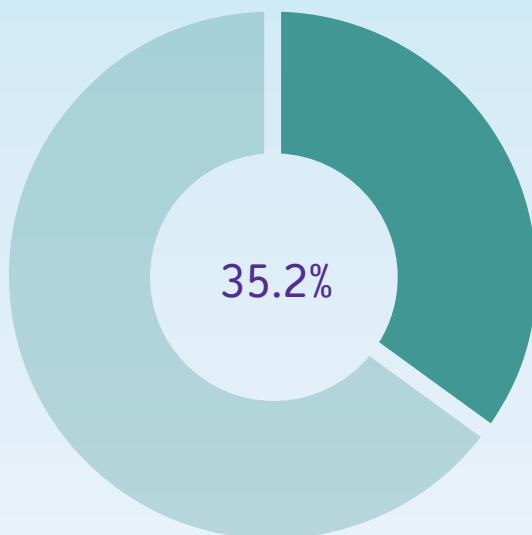
# AQA's gender bonus gap

The gender pay gap report legislation requires bonus information to be included. At AQA this includes payments through our Recognising the Best Scheme and Long Service Awards.

Mean and median gender pay gap



Proportion of employees receiving a bonus



For both males and females the most frequent bonus payment we made is through our bronze Recognising the Best Award. This is the reason that our median bonus gap is 0%.



When analysing the data for the silver and gold Recognising the Best awards, a higher proportion of awards were paid to men and of a higher value. We believe this to be reason for our mean bonus gap of 21.8%.



“Diversity and inclusion are important to us and work is underway on a number of initiatives as part of our strategy to continue to make AQA a great place to work. We’re keen to have a culture that encourages inclusion and removes barriers to growing talent across a diverse workforce. We are committed to improving our gender pay gap and believe that over time these initiatives will have a positive impact.”

Lisa Pearl  
Director of People

We confirm the gender pay gap data in this report is accurate.

Professor Toby Salt  
Chief Executive Officer

Lisa Pearl  
Director of People





