

Gender Pay Gap Report 2025

The Queen Alexandra Charity, Birmingham is a registered charity supporting education, residential services and community services for young adults with learning difficulties and disabilities.

QAC has a mission to 'empower young adults with learning difficulties and disabilities to achieve their ambitions and to lead fulfilling lives'. This is achieved through four service areas - College, Community, Residential and Enterprises.

The organisation supports young adults with a diverse range of complexities and abilities, and has specialisms in autism and associated complex behaviours and visual impairment, however, it is a multi-disability organisation.

Introduction

This report outlines QAC's gender pay gap data for 2025, in line with statutory requirements. The Charity is required to report and publish six calculations of relevant employee data annually each April, via the Government portal and the QAC website.

The report includes the data set for 2025, compared to previous years, with explanation of any significant variations.

QAC is committed to a fair approach to pay and reward for all staff, irrespective of gender and reflective of our QAC Values. We will use the gender pay gap data and reporting process to identify any pay gap issues and actions we can take.

What is the Gender Pay Gap?

The Gender Pay Gap shows the difference in the average hourly pay between all males and females in an organisation. The Gender Pay Gap does not measure equal pay, but enables organisations to identify where a gender pay gap exists, look into potential reasons and identify actions that can be taken to address this.

The gender pay gap data and likely causes will vary considerably between sectors and individual organisations due to differences in size, structure, job roles and demographic workforce profile.

Reporting Requirements

The Gender Pay Gap is defined as the difference between the average hourly earnings of all men and women in the Charity, expressed relative to men's earnings.

The data is calculated for all relevant employees and full-pay employees employed by the Charity on the snapshot date.

The gender pay gap data set comprises;

- The percentage difference in mean pay between genders
- The percentage difference in median pay between genders
- The proportion of men and women receiving a bonus and the percentage difference in mean and median bonus pay between genders
- The proportion of men and women in each quartile of the pay range.

QAC Profile

The gender profile at the snapshot date for 2025 was:

68.9% of the QAC workforce are women and **31.1%** men.



This remains consistent with previous years and reflects the national profile for the sectors relevant to QAC. In the UK, the sectors with the most women in employment were health and social work (accounting for 22% of all jobs held by women as of September 2024) and education (12%). 77% of the jobs in the health and social work sector and 70% of the jobs in education are held by women¹. The latest FE Data Workforce Reporting published in May 2025 (for 2023/24) also shows a 65.5% predominantly female workforce. While this is true across all role types, it is particularly prominent in admin and support roles² (as indicated by the lower and lower middle pay quartiles).

From recruitment monitoring during 2025, this figure is also consistent with the gender profile of applicants for job roles QAC - for which 68.24% were female and 31.24% male (0.52% non binary).

QAC Gender Pay Gap Data

**MEAN PAY
GAP**

4.80%



**MEDIAN PAY
GAP**

3.41%

The figures for 2024 confirm a **mean gender pay gap of 4.80%** and a **median gender pay gap of 3.41%**, meaning that the mean average hourly pay of men is 4.80% more than women. This has decreased from 5.88% in 2024. The figures are reflective of QAC having a broad range of part-time and non-standard working patterns (part time, shift working, term time only), with a higher proportion

¹ House of Commons Library, Briefing Paper: Women and the UK Economy, 28 February 2025.

² Department for Education, Further Education Workforce, Academic Year 23/24, 29 May 2025.

of part time/irregular hours employment in the lower pay quartiles. This includes roles within Residential Services, Independence Plus, Community Services and Learning Support. A larger proportion of women are employed part-time, with part-time workers tending to earn less per hour as compared with full-time jobs, with part-time jobs having lower hourly median pay³. The higher proportion of female part-time employees also reflects the national picture - in April to June 2025, 34% of female employees were working part-time compared to 13% of male employees.⁴

The gender pay gap also tends to be smaller for occupation groups where a higher proportion of employees are women.

The **mean pay gap** is calculated by adding all relevant employees' rates of pay together and dividing by the total number of employees. The mean includes all of the lowest and highest rates of pay, and therefore reflects the impact e.g. where there is a higher proportion of women working in lower paid roles, and a higher proportion of men in higher paid roles.

The **median pay gap** is calculated by finding the midpoint in all employees' hourly pay and shows the difference between the midpoints in the ranges of men's and women's pay. Often, a median pay gap will be lower than its corresponding mean pay gap.

The median is the point at which half of employees earn more and half earn less. It is preferred to the mean (simple average) as a better measure of pay of the 'typical' employee. For this reason the median is most commonly used as the measure for reporting and benchmarking as this avoids the figures being skewed towards smaller numbers of higher earners in organisations⁵, with both figures being used to show the overall position.

However, overall it is a broad measure of the differences as it does not take account of occupational roles or the amount people work.

QAC's gender pay gap compares favourably with the national figure reported for April 2025 by the Office for National Statistics (ONS), which reports a median gender pay gap for full time employees of 6.9% (12.8% across all employees)⁶. The national gender pay gap among all employees has declined by approximately a quarter over the last decade. It remains highest among the highest earners, skilled trades and age groups over 40.⁷

QAC Bonus Pay

QAC has no bonus pay schemes in operation and therefore no data to report.

Pay by Quartiles

Proportion of men and women in each pay quartile:

³ Office for National Statistics (ONS) - Gender Pay Gap in the UK: 2025, release date 23 October 2025.

⁴ House of Commons Library, Research Briefing: The Gender Pay Gap, 17 November 2025.

⁵ The Gender Pay Gap: 2018 Briefing – Institute of Economic Affairs.

⁶ Office for National Statistics (ONS) - Gender Pay Gap in the UK: 2025, release date 23 October 2025.

⁷ Office for National Statistics (ONS) - Gender Pay Gap in the UK: 2025, release date 23 October 2025.



Lower Quartile	
79.3%	20.7%
Lower Middle Quartile	
70.5%	29.5%
Upper Middle Quartile	
58.0%	42.0%
Upper Quartile	
61.4%	38.6%

Women occupy 61.4% of the highest paid jobs and 79.3% of the lowest paid jobs at QAC.

The percentage change this year, compared to last year, across each of the quartiles is shown below;

Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
-1.1%	+1.1%	+3.1%	-3.1%	-5.4%	+5.4%	-1%	+1%

QAC continues to have a significantly higher proportion of women than men at all pay levels, although this is highest in the lower quartile. For 2025, the greatest percentage change has been in the lower and upper middle quartiles. In the lower middle quartile the number of women employees has increased by 3.1%, with a 5.4% increase in male employees in the upper middle quartile. These changes are partly due to roles moving into different pay quartiles through pay changes, as well as staffing change and turnover within the middle pay quartiles.

The figures remain consistent with the gender profile for the organisation as a whole and reflective of the wider Education and Specialist Education Sector profiles, with a higher proportion of female employees in these sectors in comparison to the overall workforce demographic. QAC's gender profile across the pay quartiles remains relatively consistent, without evidence of barriers for either gender at any level. This is also evident in the recruitment data and gender profile for internal promotions during 2025 (69.23% female/30.77% male), which is consistent with the overall workforce split.

Actions

QAC uses the gender pay gap data and reporting process to identify any pay gap issues and actions we can take. QAC's current Strategic Plan September 2023 - August 2027 includes key targets and

actions to be recognised as an excellent employer and leading by example on EDI. This is supported by;

- Regular EDI dashboard monitoring and reporting of key data, including gender split across pay levels, for early identification of trends and/or areas for further action.
- Anonymised applications and shortlisting, as part of QAC's online recruitment system. Improved recruitment equality monitoring also provides more accurate and timely recruitment data across roles, to help highlight under-representation, where further actions may be needed.
- We highlight work-life balance and flexible working as part of QAC employee benefits, as part of job adverts on our recruitment site [Vacancies - Join Our Team](#)
- Performance review and forward planning process, including individual learning and development plans, with support/funding for qualifications, training and development, encouraging skills development and progression.
- Review and externally benchmark pay and associated benefits (e.g. through AoC and NATSPEC), to ensure QAC remains competitive in the specialist education and care sector/employment markets, whilst maintaining affordability and consistency.
- We continue to offer a range of flexible working options and family friendly/special leave, which are available for all staff and see positive take-up across QAC, with 6 flexible working requests agreed and in place since January 2025.

On behalf of the Board of Trustees
Queen Alexandra Charity
January 2026