

Gender Pay Gap Extract Report

Snapshot Date: 16/02/2026
 Description: 31 March 2025 Extract

Payrolls: WQE & Regent College Group

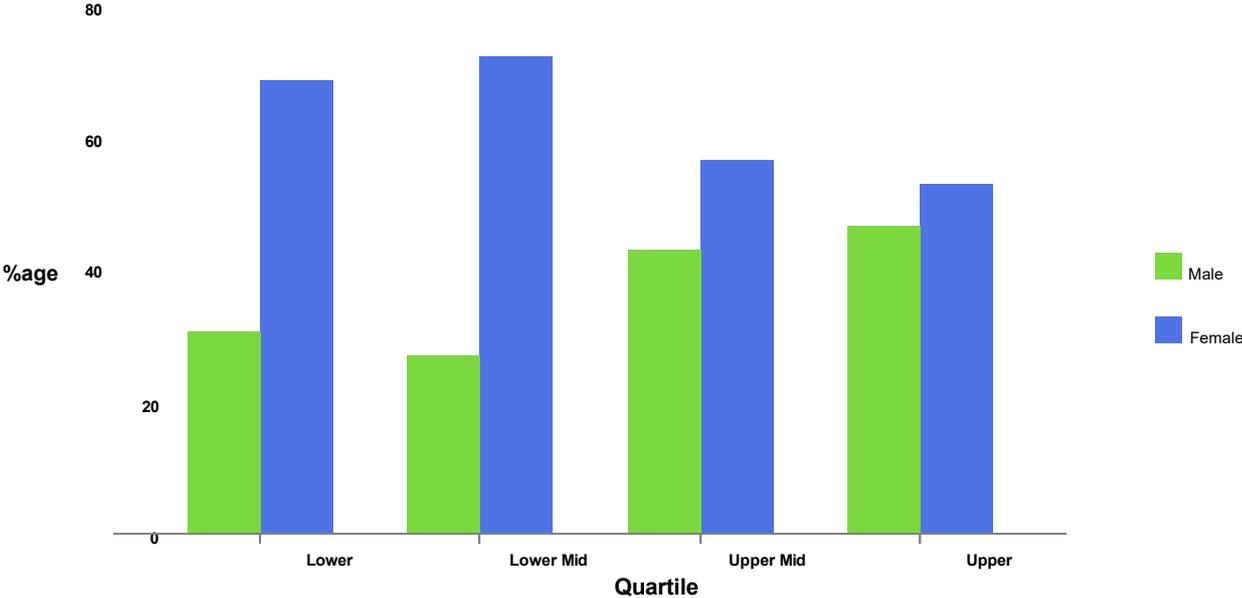
Hourly Rate Gaps

	Male	Female	Percentage Difference
Mean	33.98	28.49	16.16%
Median	45.05	22.02	51.12%

Hourly Rate Quartiles

Gender	Lower (81)		Lower Middle (81)		Upper Middle (81)		Upper (81)	
Male	25	30.86%	22	27.16%	35	43.21%	38	46.91%
Female	56	69.14%	59	72.84%	46	56.79%	43	53.09%

Proportion of male and female employees per quartile



WQE AND REGENT COLLEGE GROUP – GENDER PAY GAP REPORT

WQE and Regent College Group is committed to the equality of opportunity and to a proactive approach to equality, which supports and encourages under-represented groups, promotes inclusivity and values diversity.

We are required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

1. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
2. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

The regulation require data to be reported on Gender Pay as follows:

1. Difference between the mean hourly rate of pay of male full-pay relevant employees and that of females full-pay relevant employees.
2. The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
3. The proportions of male and female full-pay relevant employees in four notional quartile pay bands.
4. There is no bonus data as the College did not pay any bonuses in the reporting year.

The figures in this report are based on the hourly rates of pay for staff as at 31 March 2025 (the 'snapshot' date) and relate to 'full-pay relevant employees,' which means all employees who were earning their normal rate of pay in the period in which the 'snapshot' date fell. Anyone who had received unpaid leave, reduced pay due to sick leave, maternity leave etc. has been excluded from the data as outlined in the guidance.

The College ensures equal opportunities for all its employees and is confident that it pays the same salary to roles of equal value and makes no reference to gender, or any other personal characteristics, of existing or potential job holders.



Paul Wilson
PRINCIPAL