



Lumen Learning Trust

Learning together for a brighter future

Lumen Learning Trust Gender Pay Gap Report 2025

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

The gender pay gap is the difference between the hourly rate of pay of male employees and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.

We are required to publish the results on our own website and a government website.

We use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The data below shows the gender pay gap that exists within Lumen Learning Trust, based on the hourly rates of pay for all employees and workers as of 31 March 2025 and bonuses paid in the 12 months to 31 March 2025.

SNAPSHOT DATE: 31/03/2025

Difference in mean and median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	4.3	8.3

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	N/A	N/A

Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	0

	PROPORTION RECEIVING A BONUS
Female employees (% paid a bonus compared to all female employees)	0

Proportion of male and female employees according to quartile pay bands

	QUARTILE 1 (LOWER)	QUARTILE 2. (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Male (% males to all employees in each quartile)	1.8	8.9	6.2	5.4
Female (% females to all employees in each quartile)	98.2	91.1	93.8	94.6

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature:



Date: 17/02/2026

Status/position: Executive Principal

SUPPORTING NARRATIVE

The findings show that the mean hourly rate for female employees was 4.3% lower than male employees, which is down from 10.5% last year and is lower than the 12.8% average gender pay gap reported by the Office for National Statistics in October 2025.

The Lumen Learning Trust always recruit the best person for the job regardless of their gender. We ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.

We follow National and Surrey pay guidelines for both teaching and support roles. Staff move through the pay scales for their grade based on a thorough and robust performance management process which means earnings are determined by performance outcomes, irrespective of gender.