

# Gender Pay Gap Report 2025

The following report covers data from within the FE Colleges within Luminate Education Group: Keighley College, Harrogate College and Leeds City College.



## Gender Pay Gap Report 2025

Luminate Education Group prides itself on being an inclusive employer, and we are confident that men and women are paid equally for doing the same job. We are working hard to address any imbalance in the workforce through inclusive and diverse recruitment strategies.

**Colin Booth OBE**

*Chief Executive Officer*

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female employees received. The mean pay gap is the difference between average earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all the salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

The following figures are based on hourly rates of pay on 31 March 2025.

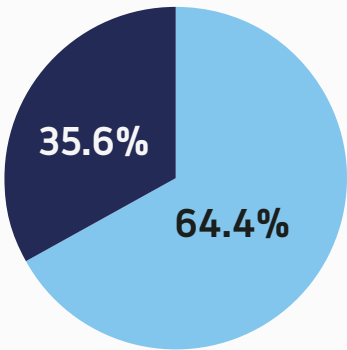
**4.79%**  
mean pay gap

**0.00%**  
median pay gap

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The number of staff in post was 2,116, with female staff making up 64.4% of the workforce overall.

Within each quartile, there is a small imbalance in each quartile with proportionately more women being in the lower quartile and more men in the other quartiles.



Lower Quartile	71.7%	28.3%
Lower Middle Quartile	62.9%	37.1%
Upper Middle Quartile	63.9%	36.1%
Top Quartile	59.1%	40.9%

Male      Female

*Please note, no bonuses were payable for any member of staff.*





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