Teaching Vacancies - Gender Pay Gap Activation

Content for Job-Seeking Teachers

March 2026

Overview

Teaching Vacancies is helping schools move towards clearer and fairer recruitment by making it easier to share transparent pay information, flexible working options and more inclusive job adverts. Many schools have already begun adopting these approaches, supported by practical tools and prompts built into the service. The campaign highlights that progress, encourages others to follow it, and gives both schools and jobseekers a clearer sense of what good recruitment looks like.

With your support, more teachers and schools will be able to make use of this work. As a trusted voice in the sector, you can help by sharing information about the campaign and amplifying it across your channels. Doing so will raise awareness of Teaching Vacancies and strengthen the wider shift towards fair, transparent recruitment.

You can support the campaign in several ways:

- Resharing campaign content across your social media channels
- Using the drafted social copy below, adapting it to suit your tone
- Including the newsletter or blog style content in your own communications
- Imagery can be found here

If you would like to explore bespoke content, events or other collaborative activity linked to Teaching Vacancies, please contact teachingvacancies@four.agency

Social posts

	Social copy
	Job-Seeking Teachers focused social posts
1.	New national data shows the sector is taking meaningful steps toward even fairer, more transparent recruitment. ☑ 40% of senior leaders now share pay or progression details in adverts ☑ 35% highlight wellbeing & workload support ☑ 23% use gender-neutral, inclusive language ☑ 21% use blind shortlisting

	Teaching Vacancies helps make these positive practices easy to adopt – and easy for teachers to find their next teaching role. Start your search today: teaching-vacancies.service.gov.uk
2.	Thinking about returning to teaching? New research shows schools are increasingly highlighting clear pay details and wellbeing or workload support in their recruitment materials - giving returners clearer information when exploring their next step. Discover flexible opportunities on Teaching Vacancies: teaching-vacancies.service.gov.uk
3.	Flexibility continues to grow across the sector. New research shows more schools now showcase flexible working options in job vacancies. Use the working-pattern filters on Teaching Vacancies to find roles that fit your life. Start your search: teaching-vacancies.service.gov.uk

Newsletter content

Clearer job adverts are helping teachers make confident career decisions

Across the sector, schools are taking meaningful steps to make recruitment fairer, more transparent and easier for teachers to navigate. New national research commissioned for the Department for Education's Teaching Vacancies shows real progress in how roles are advertised - and how much detail candidates can now expect to see upfront.

Two in five senior leaders (40%) now include clear pay, salary scale or progression information in job adverts. More than one in three (35%) also highlight wellbeing and workload support - details that help teachers understand not just the role, but what it will feel like to work there.

These improvements matter. Clearer information at the point of application reduces uncertainty and can help prevent the kinds of hidden barriers that disproportionately affect women, returners and those considering progression into new roles.

Momentum is also growing behind more inclusive recruitment approaches. 21% of schools report adopting blind or anonymised shortlisting. Blind recruitment helps reduce unintended bias, supporting fairer decision-making and strengthening the diversity of those progressing into leadership roles.

Teaching Vacancies supports this progress by bringing all roles together in one place, with consistent salary information, clear working pattern filters and a standardised

application format that makes key details easy to see early. Every listing is published directly by schools, giving jobseekers transparent, reliable information they can trust.

If you're exploring your next step in teaching, Teaching Vacancies is the sector's official, free service designed to help you find roles that align with your goals and values.

Start your search: teaching-vacancies.service.gov.uk