


Report

Addressing the gender pay gap in school trusts

09 June 2025  Emma Hughes and Tracy Foster

A new report has found that the 2024 gender pay gap statistics for school trusts show promising progress. The [‘Gender pay gap in school trusts’](#) report was published this week by the Confederation of School Trusts (CST) in partnership with Browne Jacobson and Brightmine.

The research shows that the school trust sector is ahead of many other industries with the median gender pay gap at just 3.3%, which is a significant improvement over previous years and the significantly better than the national median of 8.6%. However, while this progress is encouraging, there is still much work to be done.

Leading by example

As part of the report, HR consultant Tracy Foster highlights the key role that school trusts can play in advancing gender pay equity. Her insights on the importance of leadership in this journey are crucial.

School trusts have an opportunity to lead by example, not only by ensuring fair pay policies but also by investing in programs to support women in senior roles, such as coaching and mentorship initiatives.

Foster also points out that a comprehensive approach is needed—one that includes transparent data collection, promoting flexible working at all levels, and challenging existing barriers that may disproportionately affect women in leadership roles.

More inclusive workplaces

By focusing on these key actions, school trusts can continue to make strides toward closing the gender pay gap, ultimately creating fairer and more inclusive workplaces for everyone.

While the sector’s performance is a step in the right direction, sustained focus on these critical areas will ensure lasting change.

[Access the report on the CST website](#) 

Related support and guidance

- [Coaching programme for education leaders.](#)
- [Guidance for Executive Pay Setting in Academy Trusts.](#)
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