

# GENDER PAY GAP ACTION PLAN - 2024/2025

The action plan is aligned to the High Impact Actions from the NHS England EDI Improvement Plan. Whilst our action plan, will be refreshed annually, the core themes will run from 2024-2027 as part of the transition to a 3-year EDI Plan to implement impactful culture change over a sustained period of time.

## Monitoring and Evaluation

The action plan will be monitored by the Diversity and Inclusion Steering Group (DISAG) and will be presented to the EMB for approval and the People Committee for assurance. The aim of the action plan is to reducing the Gender Pay Gap, year on year, through the implementation of actions identified.

<b>1.RECRUITMENT &amp; RETENTION</b>	Target specific bands and roles for females through targeted recruitment and retention work so that there is an increase in female applicants and successful female appointments at supervisor and manager levels.	1.1 Increase female OM Development applicants with the use of a specific and targeted recruitment campaign showcasing those currently in the role.	<b>Data to be reviewed quarterly at DISAG to identify any additional actions required</b>	Louise Jones & Barbara Kozlowska	31 March 2025	
		1.2 - Specific support for females in bands 1-6 through action learning or similar to increase confidence and knowledge in managing their careers and progression building on the Springboard programme.	<b>Reviewed quarterly at DISAG</b>	Barbara Kozlowska	30 Nov 2024	Action Learning Programme has been procured and a senior programme is beginning March 2024, and a Bands 5-6 programme commencing June 2024.

		1.3 Female-only recruitment events for roles that are predominantly male postholders in order to remove potential intimidation e.g., HART, IT, Fleet.	<b>Analyse feedback from attendees of events</b>	Louise Jones & Women's Network Chair	31 Dec 2024	
	Target specific bands and roles for females through targeted recruitment and retention work so that there is an increase in female applicants and successful female appointments at supervisor and manager levels (contd)	1.4 Publish female progression case studies in Flourish resource so that female staff can see successful role models.	<b>For quarterly review at DISAG</b>	Women's Network Chair / Vice Chair	31 Dec 2024	
	Promotion of higher-level roles – using Positive Action to encourage and support female applicants.	1.5- Specific support for females in bands 7+ through action learning or similar	<b>For quarterly review at DISAG</b>	Barbara Kozlowska	30 Sep 2024	Action Learning Programme has been procured and a senior programme is beginning March 2024, and a Bands 5-6 programme commencing June 2024.

<b>2.LEADERSHIP &amp; DEVELOPMENT</b>	Support and retention of women at all ages within the workforce and as they develop their careers	2.1 Gain menopause friendly accreditation with Henpicked	<b>Review at Health &amp; Wellbeing Steering Group</b>	Lucy Mackcracken	30 Sep 2024	
		2.2 Continue and carry out compassionate leadership development with all front-line supervisors & senior managers (to include empowering their decision making, using discretion, flexibility in application of policies / procedures, personal impact	<b>For quarterly review at DISAG</b>	Barbara Kozlowska	31 Dec 2024	Included in Engaging Leaders, Engaging Managers, and recent OM Leadership Development days.
		2.3 Continuation of the Springboard programme for Women	<b>For quarterly review at DISAG</b>	Women's Network Chair	31 Dec 2024	

		2.4 Reunion and celebration event of previous Springboard attendees	<b>For quarterly review at DISAG</b>	Women's Network Chair and Vice Chair	30 Sep 2024	
		2.5 Create a bio of Senior Leaders which touches upon their personal journey and career route	<b>For quarterly review at DISAG</b>	Barbara Kozlowska	31 Dec 2024	Not sure this is my action? I think RG was tasked with this. I have the Platform – ie the Flourish document.
		2.6 – undertake focus groups that look into barriers to progression for female staff. Target specific individuals in IT, Fleet and HART with an open invitation	<b>For quarterly review at DISAG</b>	Barbara Kozlowska	31 <sup>st</sup> December 2024	Not started.
		2.7 – Creation of quick access guide for reviewer/reviewee PDC	<b>For quarterly review at DISAG</b>	Barbara Kozlowska	31 Dec 2024	Already in place.
<b>3. Health &amp; Well-Being</b>	Providing the necessary support mechanisms for women to thrive in the organisation in	3.1 Continue to create awareness of provision of Sanitary products across Trust sites	<b>For quarterly update at DISAG</b>	Lucy Mackcracken & Women's Network		Further £10,000 funding secured for products across all Trust sites. Promoted in WB and at 2 recent Women's network events

	relation to Health and Well-Being	3.2 Health and Well-being roadshows throughout the year and across sites are advertised to the Women's network	<b>For quarterly update at DISAG</b>	Manjeet Malhi & Women's Network	May – Aug 2024	HWB roadshows taking place, dates sent to all managers including Rebecca Godfrey
<b>4.FLEXIBLE WORKING</b>	Managers and supervisors are empathetic, compassionate, confident, and effective in engaging with staff and their requests for flexible working.	4.1 - Create case studies of Women accessing the Flexible working policy and promote this in weekly brief and various other platforms.	<b>For quarterly update at DISAG</b>	Women's Network Chair and Vice Chair	31 Dec 2024	
		4.2 – Flexible working, - separate management and employee training packages to be developed	<b>For quarterly update at DISAG</b>	Lucy Mackcracken	31 Dec 2024	
		4.3 – Employee Relations training for all supervisors. Continue to promote uptake of all training packages for all managers and supervisors	<b>For quarterly update at DISAG</b>	Lucy Mackcracken	31 Dec 2024	