



Gender Pay Gap Action Plan

2020/21 Gender Pay Gap Summary

The report indicates a gender pay gap in favour of female employees.

- Women earn £1.22 for every £1 that men earn when comparing median hourly wages
- Women’s median hourly wage is 22% higher than men’s
- Women’s mean hourly wage is 11% higher than men’s

Action Plan

	Issue	Action	Success Criteria
Recruitment	<p>Ensure that both internal and external roles are advertised and presented in a way that attracts both male and female candidates.</p> <p>Take action to limit unconscious bias is occurring at any stage of the selection process.</p>	<p>A balanced recruitment strategy based on a mix of internal and external advertisements.</p> <p>Actively encourage and promote flexible working in job descriptions / job adverts.</p> <p>Advertise on a range of platforms to reach and attract both male and female applicants.</p> <p>Recruitment data to be analysed and monitored to understand how diverse the talent pool is at each stage of the selection process.</p>	<p>Higher number of male candidates applying for roles.</p> <p>Promotes fairness and attracts a wider and more diverse talent pool. A balanced approach is also more cost-effective.</p> <p>Reduction in the gap between numbers of males and females being shortlisted for interview.</p> <p>Recruitment decisions do not impact negatively in respect of any gender.</p> <p>Openly advocating job flexibility within job adverts attracts the best male and female candidates.</p> <p>Increase in males applying for roles that are advertised.</p> <p>An increase of male candidates during each stage of the selection process.</p>

<p>Retention</p>	<p>Support part time and flexible working and promote family friendly policies particularly beneficial to male members of staff to support a good work-life balance.</p>	<p>Recruitment and selection policy to be transparent and easily accessible by all employees.</p> <p>Actively and consistently promote what support is on offer to all employees including, but not limited to, the Employee Assistance Programme, Occupational Health etc.</p> <p>Line Managers and those who sit on recruitment / selection panels are adequately trained on diversity and inclusion and unconscious bias.</p>	<p>All staff feel they are treated fairly in regards to recruitment and selection and feel that they have equal access to progression and are not disadvantaged as a result of their gender</p> <p>Staff feel their physical, mental and psychological needs are met regardless of gender.</p> <p>Employees feel they are supported by their line managers regardless of gender.</p>
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