

Gender Pay Gap Action Plan

2019/20 Gender Pay Gap Summary

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

- Women earn £1.07 for every £1 that men earn when comparing median hourly wages
- Women’s median hourly wage is 6.9% higher than men’s
- Women’s mean hourly wage is 4.2% 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>Review job advertisements and job descriptions for gender bias wording.</p> <p>Introduce ‘name-blind’ shortlisting to support the reduction of unconscious bias in relation to gender and other protected characteristics.</p> <p>Ensure a mixture of genders are included on shortlisting and interview panels.</p>	<p>Higher number of male candidates applying for roles.</p> <p>Reduction in the gap between numbers of males and females being shortlisted for interview.</p> <p>Interview panels consistently made up of both male and female members.</p>
Retention	<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>Redrafting of policies in relation to family leave. Clarifying the options available particularly in taking shared parental leave which allows new fathers to share or split the period of leave with their child’s mother.</p> <p>Redrafting of policies in relation to work/life balance to ensure clarity over flexible working policy.</p>	<p>Reduction in turnover of staff including male employees.</p> <p>Increased applications for flexible working amongst all staff. Uptake of shared parental leave amongst male members of staff.</p>