

Actions to Eradicate the Gender Pay Gap 2023/2024

	GOAL/OBJECTIVE	Actions	Monitoring	Accountability	Due Date	RAG / Evidence
1.RECRUITMENT & RETENTION	Continue to retain the current level of women within the workforce	1.1 Create library of imagery to be shared amongst directorates to reflect women; in the workforce overall and senior leadership positions	Recruitment data to be reviewed quarterly at DISAG to identify any additional actions required	Louise Jones	June 2023	Working with Becky Godfrey to identify suitable and willing individuals to create imagery Portfolio of 10 case studies covering various roles within the Trust at a variety of bandings and levels
		1.2 Diverse interview panels to consider gender as well as ethnicity	Recruitment data to be reviewed quarterly at DISAG to identify any additional actions required	Louise Jones	March 2023	Complete – we currently have a good variety of males and female interview panellists Training dates to continue to be circulated including amongst Women’s Network
		1.3 All roles to be advertised as the option to working part time / flexibly	LJ to review any issues noted to refusal of flexible working requests	Lucy Mackcracken & Louise Jones	March 2023	Complete – standard paragraph included in adverts Continuous review of any refusals of flexible working requests at recruitment stage and during employment
		1.4 Incorporate learning from exit interview app data, identifying any trends for female leaving the organisation	Pending TOR for a retention working group	Lucy Mackcracken	July 2023	First retention meeting took place on 5 th July, separate action plan in place

	Promotion of higher-level roles – using Positive Action to encourage and support female applicants	1.5 Produce gender breakdown by directorate and banding to identify any areas of under representation to then inform any necessary actions	Data to be reviewed quarterly at DISAG to identify any additional actions required	Eleanor Huddleston	Quarterly	
		1.6 Female only recruitment events for roles that are predominantly male postholders to remove intimidation e.g., HART, IT, Fleet	Analyse feedback from attendees of events	Louise Jones & Becky Godfrey	Oct 2023	To be considered during next recruitment campaign and based on action 1.5. The library of female case studies will also assist this. The team attended a 'Women into Success' careers event hosting by Halesowen Job Centre Plus during the week of International Women's Day
2.LEADERSHIP & DEVELOPMENT	Development of women into higher paid roles	2.1 Capture case studies of women progressing to a promotional role	For quarterly review at DISAG	Becky Godfrey	March 2024	Survey completed and currently analysing data, will present at June DISAG (survey was to understand experience in options for flexible working and limitations in career developments)
		2.2 Two further Springboard programmes to be delivered	Attendance and analysis of feedback from attendees	Becky Godfrey	May 2024	1 st programme funded, next cohort commences 9 th May, face to face Funding tbc for 2 nd tranche
		2.3 Reunion and celebration event of previous Springboard attendees	Case studies / success stories	Becky Godfrey	September 2023	

3. HEALTH & WELL-BEING	Support and retention of women at all ages within the workforce and as they develop their careers	3.1 Gain menopause friendly accreditation and launch roll out of menopause awareness training for both managers and staff	Review at Health & Wellbeing Steering Group	Lucy Mackcracken	March 2024	Evidence being collated to achieve given standards
		3.2 Implement provision of sanitary product pilot for all, across all Trust sites	Reportable at Health & Wellbeing Steering Group	Lucy Mackcracken / Becky Godfrey	July 2023	Project implemented, promotion in WB and videos created, shared with managers, HWC, women's network Complete
4.FLEXIBLE WORKING	Managers and supervisors are empathetic, compassionate, confident, and effective in engaging with staff and their requests for flexible working.	4.1 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	For quarterly review at DISAG	Barbara Kozlowska	July 2023	Currently covered in Engaging Leaders. Will also be covered in next and future Engaging Mangers.
	Managers and supervisors understand their role in ensuring that WMAS policies and procedures and delivered in a compassionate and empathetic way.	Allocated HR professional to each line manager to guide and support	Discuss at 1-2-1s regularly	Lucy Mackcracken	March 2023	Complete
		Develop a recorded information support package to help people understand the process and their options within the family suite of policies, to include maternity, paternity, adoption, shared parental leave	To ensure that all training packages include information on supporting staff with a compassionate approach	Lucy Mackcracken	June 2023	Recorded sessions complete and live on HR Training page, individuals signposted to them upon notifying of pregnancy. Complete

