

## Gender Pay Gap Action Plan – September 2023

Area & Objective	Action	Lead	Timescales	Outcome & Impact	Progress
Review gender pay gap intersectional issues and identify the key factors contributing to the gender pay gap, such as promotion rates, starting salaries and identify and implement actions to rectify pay gaps and ensure fair and equal pay for all staff.	Collate intersectional data	BH	Jan 2024	<ul style="list-style-type: none"> <li>Improved gender pay gap</li> <li>Intersectionality pay gaps reduced.</li> <li>Our workforce feels treated fairly and equitably</li> </ul>	
	Analyse data for any differences	BH	Feb 2024		
	Consult with the networks, develop and implement a plan of action to eliminate root causes of pay inequity.	BH	Apr 2024		
To encourage the adoption and implementation of flexible and remote working practices wherever possible, including part-time work, job sharing (particularly at senior levels), and flexible hours, to support work-life balance for both men and women in the trust.	Evaluate impact of current policies and approaches to identify any improvements	MG	Feb 2024	<ul style="list-style-type: none"> <li>Increased flexibility at work for staff</li> <li>Improved attraction and retention rates</li> <li>Increased satisfaction with flexibility offer</li> <li>Our workforce feels valued and respected.</li> </ul>	
	Support implementation of the national flexible working measures in the Trust and implement the Happy to Talk Flexible standard	MG	Feb 2024		
	Raise awareness of what is available to all staff	MG	Feb 2024		
	Survey managers to identify any barriers to the uptake and effectiveness of flexible working arrangements.	MG	Jan 2024		
To review and enhance as required career development programmes within the Trust, ensuring they are inclusive and provide equal opportunities for men and women.	Review and improve as required the career development information on the Hive and elsewhere	NK	Feb 2024	<ul style="list-style-type: none"> <li>Our workforce are able to say that they have received excellent training and development, and can see their future careers at HPFT</li> </ul>	
	Identify and implement career development improvement programmes to address underrepresentation.	NK/BH	Mar 2024		
To ensure that return-to-work initiatives provide fair and equitable pathways for career progression and remuneration within the trust and provide support, training, and resources to employees returning from career breaks to facilitate their successful reintegration and advancement	Ensure that staff fully understand the support available to them during IVF, adoption, fostering, pregnancy, maternity and paternity.	COR	Feb 2024	<ul style="list-style-type: none"> <li>All our staff are equally supported to progress</li> <li>No member of staff is disadvantaged as a result of IVF, adoption, fostering, pregnancy, maternity or paternity leave.</li> </ul>	
	Survey women to better understand the issues and challenges facing women returning to work and their career advancement.	BH	Feb 2024		



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	Review and improve as necessary the return-to-work initiatives offered by the Trust.	COR/BH	Mar 2024	<ul style="list-style-type: none"> <li>Our workforce feels included and supported by compassionate staff.</li> </ul>	
	Develop and implement a new talent mapping approach and career development programmes to support underrepresentation in the Trust.	NK	Mar 2024		
<b>To fully integrate belonging and inclusion training into the professional development programmes within HPFT, ensuring that all staff are aware of and actively work to address underrepresentation, bias and discrimination.</b>	All leadership programmes to support leaders to be consciously inclusive	NK	Mar 2024	<ul style="list-style-type: none"> <li>All development programmes equip staff with core belonging and inclusion knowledge and skills</li> <li>All staff experience equity of outcomes in relation to recruitment and development, with discrimination and bias eradicated</li> </ul>	
	Embed techniques to foster a positive learning environment, eliminate blame and create an environment where everyone feels heard, valued and respected in line with our values	BH	Aug 2024		
	Sign up to the NHS Sexual Safety Charter	BH	Nov 2023		
<b>To incorporate belonging and inclusion improvement goals into the performance evaluation frameworks of Trust leaders</b>	Introduce a metric for leaders to improve belonging and inclusion as a part of their annual performance appraisal.	KAS	Mar 2024	<ul style="list-style-type: none"> <li>Leaders champion belonging and inclusion</li> <li>Leaders embed a culture of belonging and inclusion.</li> <li>Our workforce feels able to say that their leaders are compassionate, and values based.</li> </ul>	
	Review performance as a part of the annual appraisal.	KAS	Mar 2024		
<b>To implement quarterly gender pay gap reviews to assess their effectiveness of measures introduced throughout the year.</b>	<p>Implement a quarterly review programme for the action plan.</p> <p>Make necessary adjustments and improvements based on the findings to ensure continuous progress towards gender equality</p>	BH	Quarterly	<ul style="list-style-type: none"> <li>Momentum is maintained and tangible progress achieved.</li> <li>Progress is communicated out to staff so that everyone feels heard and valued.</li> </ul>	