





Gender Pay Gap Report Action Plan 2021 - 2022

Aims/ Targets/ Objectives	How this will be achieved	What expected outcome will be	What evidence will support this	Who will lead this	Timescales this will be achieved within	Where this will be reported/ monitored to - ie Committee/ Group	Timescale	RAG rating
To reduce the Trust's gender pay gap	Review the trust's policy and approach to offering flexible working opportunities to ensure fair access and provision is available for all pay grades	Equal and fair access and provision of part time, job share, flexible and remote working arrangements.	Reporting of flexible working numbers and arrangements.	HRBP	Before next GPG reporting period	People, Finance & Performance Committee	January 2022	
	Identify and increase recognition and support for staff who are carers to identify what issues they face	Profile and analysis of staff who are working carers and their needs & support in work is in place.	Use of new ESR functionality to enable an employee to identify as a working carer or a holder of a working carer	Assoc. Director of HR & OD HRBP	Before next GPG reporting period	People, Finance & Performance Committee	January 2022	

			passport.					
	Develop and refine the Trust's approach to talent management and succession planning to help support career progression and the Trust's ability to fill critical roles.	Identification of top talent and their access to leadership development programmes, structured career coaching conversations, work shadowing opportunities, work mentors and coaches.	A plan outlining the Trust's approach for developing a structured talent and succession management process.	Head of Learning & Organisational Development	Before next GPG reporting period	People, Finance & Performance Committee	January 2022	
	Develop a simplified user-friendly appraisal record form to enable more quality appraisal and personal	High quality appraisal and personal development review and planning conversations.	Appraiser and appraisee feedback on the process and the quality of the appraisal discussion following the	Head of Learning & Organisational Development	Before the start of the next appraisal window	People, Finance & Performance Committee	March 2022	

	development review conversations to take place between appraiser and appraisee.		appraisals round in 2022.					
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KEY RAG Rating



Complete



On track for delivery



Behind plan and action needed to bring back on target