

Gender Pay Gap Report Action Plan 2022-2023 to 2023-2024

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	Progress Update January 2023
To reduce the Trust's gender pay gap	Review the trust's policies for offering flexible working and fair rostering to ensure 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.	Revised flexible working policy Revised rostering policy	HRBP E-Rostering Lead Nurse	Before next GPG reporting period	People Committee	Completed	We have completed the review and launched our revised flexible working policy in line with updated AfC T&Cs, to ensure access is available from the first day of employment. We have updated and launched our revised rostering policy and fair rostering top tips.
	Consider feasibility of introducing/piloting team-based rostering and assess merits of switching off current auto-rostering	Equal and fair access and provision of part time, job share, flexible and remote working	Effective Team-based rostered areas	Deputy Director of Workforce Senior Nurse Team E-Rostering	Before next GPG reporting period	People Committee	June 2023	A working group has been established in January 2023 focusing initially on supporting our

	functionality within healthroster system from perspective of improving flexibility and fairness for all	arrangements.		Lead Nurse				nursing & midwifery managers and colleagues to be able to offer flexible working and fair rostering which is fairly and consistently applied
	Develop practical support guides for managers and staff to proactively have conversations and manage requests for flexible working.	Equal and fair access and provision of part time, job share, flexible and remote working arrangements.	Flexible working Toolkit	HRBP	Before next GPG reporting period	People Committee	July 2023	The flexible working group will develop support guides and toolkits for managers and colleagues
	Offer focussed support and guidance for leaders managing and staff working remotely in the longer- term post-pandemic.	Equal and fair access and provision of part time, job share, flexible and remote working arrangements.	Hybrid working and home working policy and toolkit	Deputy Director of Workforce	Before next GPG reporting period	People Committee	April 2023	Consultation has commenced in December 2022 on a new hybrid working and home working policy and toolkit, which will help in embedding flexibility in where and how people work going forward.

	Increase and showcase flexible working arrangements in the Trust, target staff groups or work areas under-represented to create a flexible working culture	Equal and fair access and provision of part time, job share, flexible and remote working arrangements.	Regular comms including Director briefings on flex working culture linking to health & wellbeing programme and branding	HRBP Comms Lead Deputy Director of Workforce	Before next GPG reporting period	People Committee	June 2023	The flexible working group will showcase flexible working arrangements which currently exist within the trust to raise awareness of what is possible as we work towards creating a flexible working culture across the organisation.
	Learn from other NHS organisations best practice case studies on flex working	Equal and fair access and provision of part time, job share, flexible and remote working arrangements	Best practice shared learning from case studies	HRBP Deputy Director of Workforce	Before next GPG reporting period	People Committee	June 2023	The flexible working group will take learning from best practice areas and national toolkits to champion, showcase and pilot case studies to the Trust
	Identify and increase recognition and support for staff who are carers to identify what issues they face	Increased recognition and support for staff who are carers	Revised carers leave policy	HRBP Deputy Director of Workforce	Before next GPG reporting period	People Committee	Feb 2023	Increased carers leave provision in revised family friendly policy Proposal Paper to go to Executive Team in Jan 2023

	Identify and increase recognition and support for staff who are carers to identify what issues they face	Set up peer support group and access to resources and information for staff who are carers	Working Carers support group	Head of Inclusion and Wellbeing HWB Coordinator HRBP	Before next GPG reporting period	People Committee	Completed	In November 2022 we launched our carers support group to raise awareness and increase recognition and support of staff who are carers, to identify what issues they face, to lead to improved engagement and retention
	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 ESR functionality to enable an employee to add a working carer competency and a working carer passport holder competency in ESR.	Workforce Planning & Information Manager Head of Inclusion & Wellbeing	Before next GPG reporting period	People Committee	June 2023	We are planning to present the ESR working carer passport to the carers support group to gauge interest in using the functionality
	Develop and refine the Trust's approach to talent management	Identification of top talent and their access to	A plan outlining the Trust's	Head of Leadership & Organisational	Before next GPG reporting	People Committee	March 2023	A high-level talent management and succession

	and succession planning to help support career progression and the Trust's ability to fill critical roles.	leadership development programmes, structured career coaching conversations, work shadowing opportunities, work mentors and coaches.	approach for developing a structured talent and succession management process.	Development	period			<p>planning approach will be included as part of the Organisational Development (OD) Strategy by end of March 2023.</p> <p>We are also planning to expand our internal Coaching and Mentoring capability as part of the OD strategy, which will provide more support for the career progression of our Talent.</p>
	Offer a mentoring and buddying scheme for female and male consultants to encourage and support them with their Clinical Excellence Awards (CEAs) applications for the 2023 round	Consultant CEAs mentoring and buddying scheme established and being accessed by female and male applicants for the 2023 round	CEAs mentoring and buddying scheme Guide	Medical Staffing Manager	Before the launch of the CEAs 2023 round	People Committee	April 2023	A working group is to be established to develop the new process and offer a mentoring scheme from individuals who have previously been successful in their applications.



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