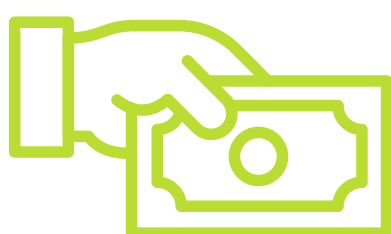


8 STEPS TO CLOSE THE GENDER PAY GAP



1. PAY PEOPLE FAIRLY



Ensure structures and processes for promotion, pay and reward are fair, transparent and clearly communicated to all employees

2. PROMOTE DIVERSITY

Appoint Diversity Managers and, where relevant, special task forces to focus on equality, diversity and inclusion. Provide staff with unconscious bias training and set specific, time-bound internal targets

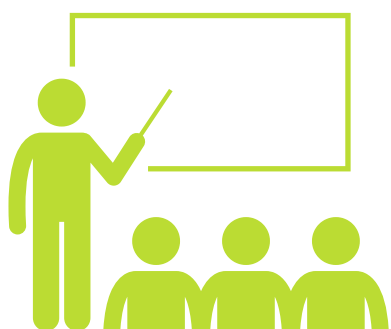


3. SEEK FEEDBACK

Conduct regular staff surveys where views can be given confidentially, and conduct exit interviews with staff members who are leaving your organisation to gain valuable insights

4. IMPROVE FLEXIBLE WORKING

Ensure you offer real flexible working options to all staff as far as reasonably practicable and that everyone is aware of flexible working policies and how they can access flexible working arrangements



5. PROVIDE EQUAL TRAINING

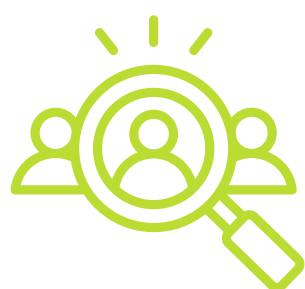
Ensure all staff, including part-time staff, have equal access to development opportunities, including training, mentoring, networking programmes and performance feedback

6. SUPPORT PARENTAL LEAVE

Provide clear guidance about Shared Parental Leave (SPL) and paternity leave and consider increasing pay for people on paternity leave and SPL to encourage more male employees to play a role in childcare



7. ADAPT RECRUITMENT



Use skills-based assessment tasks and exactly the same interview questions for all candidates, have diverse selection panels and widen your potential applicant pool

8. REPORT ON IT

Find out the data from within your organisation, report on it and rectify any pay gaps that are currently in place. Then keep reviewing!

