

## Agenda Item 2.ii

<b>Report to:</b>	<b>Trust Board</b>	<b>Date: June 2024</b>
<b>Report from:</b>	<b>Director of Workforce and Organisation Development</b>	
<b>Principal Objective/ Strategy and Title</b>	<b>The 24/25 Gender Pay Audit action plan</b>	
<b>Board Assurance Framework Entries</b>	<b>Retention Staff Engagement</b>	
<b>Regulatory Requirement</b>	<b>Equality Legislation</b>	
<b>Equality Considerations</b>	<b>Gender pay equality</b>	
<b>Key Risks</b>	<ul style="list-style-type: none"> <li>• <b>Staff engagement, recruitment and retention is damaged as a result of a negative impression of the Trust as an equal opportunities employer</b></li> <li>• <b>Reputational damage</b></li> </ul>	
<b>For:</b>	<b>Information</b>	

### 1 Introduction

Gender pay reporting legislation, which came into force with effect from 30 March 2017, requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The gender pay gap audit and reporting obligations sit alongside the existing requirements for public bodies, including publishing annual information to demonstrate compliance under the PSED and publishing equality objectives every four years.

The Committee reviewed and discussed, at the March meeting, the report of the analysis of our data which we subsequently published on our website as required. We are also expected to develop and publish an action plan to address the pay gaps identified in our data. The purpose of this paper is to seek approval of this action plan which has been developed in conjunction with the Women's Network and been approved by the Trust's Equality, Diversity and Inclusion.

### 2 Papworth Gender Pay Audit Action Plan

Attached as Appendix 1 is the action plan developed through discussion with the Women's Network. In developing the plan we were keen to align it with other key EDI plans such as the EDI Improvement Action Plan and those set out in the Workforce Strategy and to make it practical and achievable. There is also a great deal of intersectionality with the work being undertaken on race discrimination and inequality for example by debiasing our recruitment practice and processes we would be improving the opportunities for women to progress their careers and increase their earning. Subject to any comments from the Committee and subsequently the Board we will publish the action plan on the Trust's website and communicate it to staff.

**Recommendation**

It is recommended that the Board

- Formally adopt the action plan, as recommended by the Workforce Committee.