Gender Pay Gap Action Plan						
Initial Compiling Date: February 2020						
Reviewed: 27th January 2021						
Next Review Date: April 2021						
Area and Objective	**Action**	**Lead**	**Timescales**	**Resources**	**Outcome and Impact**	**Completion**
Recruitment review	To review and examine each month the application and equal opportunity forms from (a) applicants shortlisted and (b) final appointments.	Equality Working Group	Ongoing review. Initial review to take place with the Trust recruitment website in February 2021	The Trust recruitment website iTrent recruitment – to be launched shortly	To ensure there is no indication of intentional or unintentional bias within the recruitment process for both teaching and support staff.	Ongoing
Analysis of gender in senior appointments	To review and examine each month the application and equal opportunity forms from (a) applicants shortlisted and (b) final appointments.	Equality Working Group	Ongoing review. Initial review to take place with the Trust recruitment website in February 2021	The Trust recruitment website iTrent recruitment – to be launched shortly	To ensure there is no indication of intentional or unintentional bias within the recruitment process within the senior leader recruitment process. [Senior leader – Associate Assistant Headteachers, Assistant Headteachers, Deputy	Ongoing

					Headteacher, Headteacher, and PPS25 and above.]	
Raising staff awareness	Update the Trust's maternity leave and paternity leave acknowledgement letter to provide details of shared parental leave and flexible working options. Include information in the HR Section in the *Priory Star*. HR to update Employee Self-Service with more information. HR to add information into the welcome email on family-friendly policies for new starters.	HR to update and share with the Equality Working Group for review.	To review February 2021 and send further communication	HR template documents for maternity leave and paternity leave acknowledgment. Access to share information on ESS and in the *Priory Star*.	Staff will feel they can make an informed decision about their work-life balance after becoming parents.	Ongoing
Equality objectives	To ensure documentation is shared when approved by the Trust.	Equality Working Group	January 2021	i-Trent analysis reports.	Annual comparison to identify and understand changes and their impact.	Completed

Policy review	Ensure the Trust's Compliance Manager regularly reviews Equal Opportunity policies.	Compliance Manager	Annually	Government updates	Policies are updated to comply with national/legal changes to ensure they do not inadvertently create an inequality. All staff are kept updated on policy changes, thereby raising staff awareness.	Completed in 2021 Continue to be reviewed annually
Training	To audit current practice to ensure the correct level of training is in place, with special focus on equality.	Equality Working Group	February 2021	Online training	To ensure that the Equality Act is embedded into all of our practices and all relevant staff are competent in carrying out fair recruitment processes.	Ongoing Training to be launched to all staff in March 2021
Review of support provided following maternity, adoption, paternity and shared parental leave	To audit new parents returning from leave to establish what additional support might be required. Research common maternal/paternal return-to-work practices.	HR to share findings with the Equality Working Group.	March 2021	HR Team time	To review current practices and amend where necessary to ensure the Trust is retaining parents returning from family-friendly leave. To ensure staff on any parental leave are not disadvantaged while on such leave. Staff returning from leave	Ongoing

					feel integrated back into the workplace.	
Equality projects	To continue into second year of Women into Leadership project. To continue with the pilot year of the Subject Experience Matters project.	Coaching and Mentoring Strategy Group to feed back to the Equality Working Group.	January 2021	This is resourced using DfE funding via the Coaching and Mentoring Strategy Group.	To show commitment and development within specific protected characteristics (age and gender) to retain these key talents within the Trust.	Projects are now complete and will be revisited after the pandemic.
Coaching	A coaching strategy has been implemented.	Coaching and Mentoring Strategy Group to feed back to the Equality Working Group.	End of the academic year and termly.	Trust Development Plan.	To ensure coaching is fully embedded across all Trust sites, and review how this impacts on any identified gender pay gap.	HR to continue to work on this with the coaching and mentoring group and feed back to the Equality and Diversity working group
Equality Duty	Public Sector Equality Duty statement to be reviewed.	Equality Working Group.	End of the academic year	Trust Development Plan.	To continue to promote equality as an integral part of our overall and ongoing commitment. To audit each individual academy's Equality Plan.	Completed