Charter within which there is an award scheme to recognise excellence

2005: 10 founder members
2015: 134 members

Evidence of a better workplace for everyone
PROUD TO MAKE A DIFFERENCE

Leadership Fellow(s)

Steering group
Health Education England working across Yorkshire and Humber
Sheffield Teaching Hospitals
Sheffield CCG
University of Sheffield
Sheffield Hallam University
Equality Challenge Unit
Sheffield Women in Medicine

Evaluation Team
Prof Rachael Finn, UoS management school
Dr Matt Franklin, ScHARR
Dr Sally Fowler-Davies SHU

Pilot Organisation
Sheffield Teaching hospitals

Development Committee
Peter Wright; MRI Physicist
Carol Keen; Physiotherapist
Neeley Challands; Medical secretary
Natalie Jones; Professional lead OT
Michael Wallace; Researcher w/ UoS
Jodie Keyworth; Research coordinator
Renarta Crookes, Clinical scientist, genetics laboratory

Management School
Dr Matt Franklin, ScHARR
Dr Sally Fowler-Davies SHU

Equality Challenge Unit
Sheffield Women in Medicine
CIPD Gender Pay Gap Reporting

@NHS_HealthEdEng #athenaswanNHS

Do we have to report on our gender pay gap?

At least 250 employees on:

- [ ] MARCH 31
- [ ] APRIL 05
- [ ] PUBLIC
- [ ] PRIVATE AND VOLUNTARY

What do we have to report on?

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gap
- Median bonus gap
- Bonus proportions
- Quartile pay bands

When and how do we have to publish the information?

- April 01
- Annually from April 2018
- On your own website
- On a government website

What else do we need to do?

1. Talk to your software supplier
2. Plan how to do this
3. Develop a communications plan
4. Develop an action plan

What can we do to close the gender pay gap?

- Consider impact of:
  - Recruitment & progression
  - Take up of flexible working
  - Reward practices

Why should we do this?

- Gender equality
- Talent
- Pay and rewards
- GDP
- Brand
- Growth
- Reputation

Women underperforming men educationally, the case for ensuring their skills are fully utilised is incontestable.

Failing to tackle the gender pay gap will damage your reputation.

To read the full report visit

clpd.co.uk/gender-pay-gap-reporting-guide

PROUD TO MAKE