**Gender and Ethnicity Pay Gap Action Plan**

This outlines the ICB’s Gender and Ethnicity Pay Gap Action Plan.

We have highlighted the positives of the report and the challenges that we will face in redressing the pay gaps.

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| **Positives** | **Challenges** |
| The Ethnicity Pay Gap data overall shows a much smaller Mean Pay Gap than the Gender Pay Gap. | The workforce within the health and care sector (excluding doctors) is generally weighted towards a female workforce. |
| The Ethnicity Pay Gap data overall shows a much smaller Median Pay Gap than the Gender Pay Gap. | Conscious and unconscious biases influence the recruitment and ongoing professional development processes. |
|  | Medical and other professional staff may have skewed the Median Pay Gap statistics for the Ethnicity Pay Gap. |
| Ethnicity declaration rates need improving –an average of 6.5% of the workforce doesn’t declare ethnicity.* + (6.5% of 616 = 40)
		- Context: With POD staff joining the ICB workforce, this group of staff may not have updated their ESR at the point of running the Pay Gap data.
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**Gender Pay Gap Actions**

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| **Aim** | **Action** |
| Ensure all recruiting managers and teams have the skills to reduce and, where possible, eliminate discrimination and bias in the recruitment process. | 1. Develop a comprehensive training offer for recruiting managers and HR colleagues.
2. Implement minimum standards for interview and recruitment panels.
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| Provide tailored development opportunities for groups who are under-represented within the ICB. | 1. Develop and implement internal development programmes, including reciprocal mentorship, for BAME, LGBTQ+, and disabled colleagues.
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| Increase data collection on ESR around all protected characteristics. | 1. Develop and undertake a promotion campaign encouraging people to update their personal information on ESR.
2. Target a 95% completion rate for gender, ethnicity, disability, and sexual orientation on ESR.
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**Ethnicity Pay Gap Actions**

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| **Aim** | **Actions** |
| Increase BAME representation across the ICB. | 1. Review advertisement processes to ensure diversity of representation in adverts and publicity materials, focusing on BME communities.
2. Create an internal development programme for BME colleagues at all levels within the ICB.
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| Understand the Ethnicity Pay Gap of non-medical staff. | 1. Undertake an intelligence-gathering process to understand the Ethnicity Pay Gap for Doctors/ Medical staff and non-Doctor/ Medical staff.
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**Overarching Pay Gap Actions**

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| **Aim** | **Actions** |
| Ensure all recruiting managers and teams have the skills to reduce and, where possible, eliminate discrimination and bias in the recruitment process. | 1. Develop a comprehensive training offer for recruiting managers and HR colleagues.
2. Implement minimum standards for interview and recruitment panels.
 |
| Provide tailored development opportunities for groups who are under-represented within the ICB. | 1. Develop and implement internal development programmes, including reciprocal mentorship, for BAME, LGBTQ+, and disabled colleagues.
 |
| Increase data collection on ESR around all protected characteristics. | 1. Develop and undertake a promotion campaign encouraging people to update their personal information on ESR.
2. Target a 95% completion rate for gender, ethnicity, disability, and sexual orientation on ESR.
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