

**Gender Equality Scheme Action Plan
April 2007 to March 2010**

The implementation of this plan will support the Trust in promoting gender equality, eliminating unlawful sex and transgender discrimination, victimisation and harassment and addressing the gender pay gap as part of the Gender Equality Scheme 2007-10.

Strategic Objective	Actions	Lead	Time
Employment Trust meets the core and developmental standards for equality and diversity in the Standards For Better Health C7e	Analyse data, including staff survey data, identifying areas for action	Head of Human Resources (HR), Diversity	May 2007 (annually)
	Conduct impact assessments on HR policies in respect of gender and transgender	Head of HR, Diversity	September 2007
	Make proposals to the Trust Management Board regarding interventions	Head of HR Diversity	As required
	Report progress to the domain lead	Head of HR, Diversity	Quarterly
Trust addresses the gender pay gap in accordance with Gender Equality Duty	Analyse data, including a consideration of Occupational Segregation, career progression identifying areas for action	Head of HR, Diversity	April 2007 (annually)
	Conduct literature search to identify effective interventions to address the pay gap	Head of HR Diversity	September 2007
	Make proposals to the Trust Management Board regarding interventions	Head of HR, Diversity	As required

Strategic Objective	Actions	Lead	Time
Trust ensures that all staff are adequately trained to act in accordance with gender equality legislation	Devise a curriculum that specifically addresses gender and transgender equality to all staff in accordance with the Knowledge and Skills Framework	Head of HR, Diversity	April 2007
Employment	Ensure that training products are available to produce the learning outcomes described within the curriculum	Head of Training and Development	Year 1
	Ensure that all staff are trained on equality and diversity issues in accordance with their KSF profile	All line managers	Ongoing
Information management systems provide appropriate information to monitor performance against GES action plan	Report to the Trust board at least annually on the following in respect of gender: Overall workforce Occupational segregation Promotion Part-time/full-time % Retention % Sick absence Gender pay gap for full and part time workers	Workforce Planning and Information Manager.	April 2007 (annually)
	Report to the Trust board at least annually on the following in respect of gender: Disciplinary proceedings resulting from accusations of sexual harassment (including transgender) Grievance proceedings resulting from alleged sexual harassment (including transgender) % disciplinary proceedings brought against women % grievance proceedings instigated by women Contacts with harassment advisers regarding matters of sexual harassment Employment tribunals brought against the Trust regarding matters of sex discrimination/ equal pay	Workforce Planning and Information Manager.	April 2007 (annually)

Strategic Objective	Actions	Lead	Time
Procurement Relevant contracts take into account the needs of both men and women and suppliers' practice in employment and service delivery takes into account gender equality	Ensure compliance with Gender Equality Duty is built into contracts with external suppliers Check that suppliers have appropriate policies in place to ensure compliance with the gender equality duty.	Head of Contracts	Year 1
Consultation and Involvement	Develop ways of ensuring that both men and women have equal opportunity to comment on the services that they have received and to be involved in service planning and consultation. Ensure that plans and decisions take into account any differences based on gender Use disaggregated gender data from the patient surveys to explore possible areas of inequality, identify possible solutions through patient experience work	Heads of CMT Head of patient and Public Support Services	Years 1-3 Years 1-3 As surveys are completed
Physical Environment	Provide baby changing facilities that can be used by fathers Review play facilities for children	Head of Estates	Year 2-3 Year 1