

Creating aspirations and enabling achievement



Gender Pay Gap Action Plan

Following the publication of our Gender Pay Gap report for 17/18 and a gender pay gap of 52.2% the Trust has reviewed processes within its organisation and has decided to strengthen the following actions with a view to reduce this gap.

Objective	Action	Resources	Outcome
Include multiple women in shortlists for recruitment and promotions	Females are included when shortlisting for senior leadership positions and are involved in the interview process.	<p>The Trust is continually reviewing its Recruitment and Selection Policy which is to be used across all entities when recruiting.</p> <p>Clear and concise job advertisements to be used, following the Trust template. This advert will always include salary range to allow for negotiations.</p> <p>The Trust will develop document templates to ensure fair and equitable questions are used in the interview process.</p>	Clear evidence that at least 2 females are involved in the shortlisting process.

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<p>Use skill-based assessment tasks in recruitment processes</p>	<p>Rather than relying only on interviews, the Trust will ask candidates to perform tasks they would be expected to perform in the role they are applying for.</p> <p>The Trust will use their performance on those tasks to assess their suitability for the role in addition to the interview process.</p> <p>The Trust will standardise the tasks and how they are scored to ensure fairness across candidates.</p> <p>The Trust plan to standardise the Recruitment process across all its entities to ensure consistency across the Trust.</p>	<p>Support given to each School within the Trust when recruiting to ensure the skill based assessments are fair and transparent and consistent.</p> <p>Templates created for use by all Schools.</p>	<p>A consistent approach to skill-based assessment tasks</p>

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<p>Use structured interviews for recruitment and promotions</p>	<p>Structured and unstructured interviews both have strengths and weaknesses but unstructured interviews are more likely to allow unfair bias to creep in and influence decisions.</p> <p>Interviews should ask exactly the same questions to all of the candidates in a predetermined order and format.</p> <p>Grade the responses using pre-specified, standard criteria. This makes the responses comparable and reduces the impact of unconscious bias.</p>	<p>Templates for questions to be created for use across the Trust.</p> <p>Panel personnel to agree an order and format to ensure all candidates are treated the same.</p>	<p>Scoring at interview is less likely to be biased if following a prescribed structure and all candidates are offered the same questions and opportunities for response.</p>