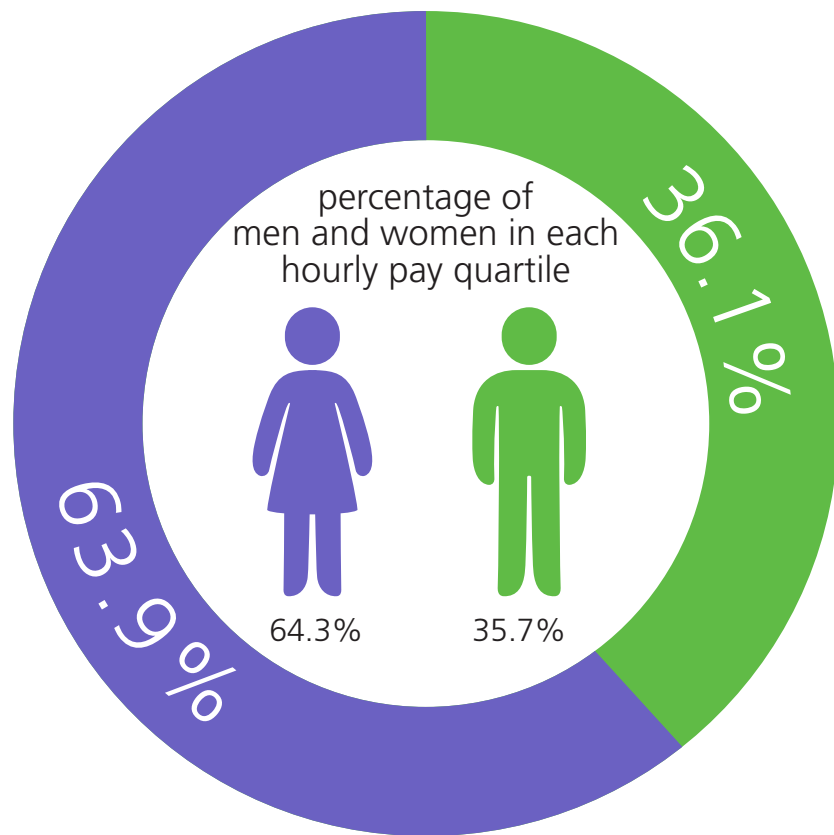
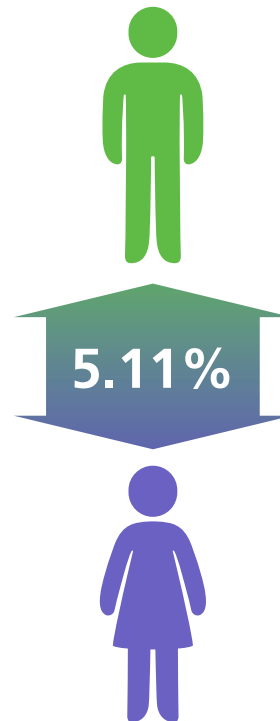


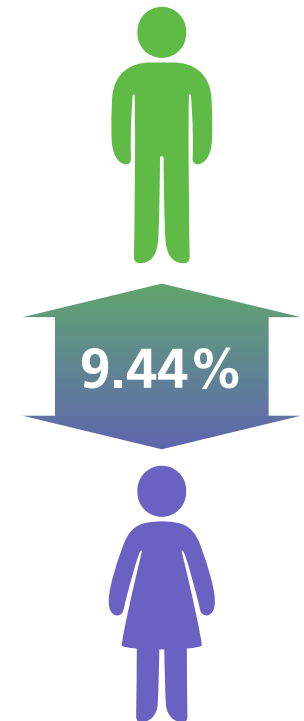
# Gender Pay Gap Report 2022



mean (average) gender pay gap using hourly pay



median gender pay gap using hourly pay



Gender Pay Gap

## New Actions:

- Develop internal staff networks
- Utilise our external website to promote staff activities and programmes of work that are ongoing internally in the organisation
- Implement recruitment and onboarding plan throughout the organisation
- Develop and implement a menopause policy
- Develop and implement carer's passport

## Continued Actions:

- Carry out further analysis to provide further insight into what has caused the gender pay gap to increase by reviewing the gender pay gap at directorate and service line level to provide more meaningful analysis of future years reports
- Continue reviewing promotional materials, consider language, branding and promote female role models
- Review and promote NECS people policies
- Focus on wellbeing activity
- Support women on maternity leave and encourage line managers to support staff using keep in touch days effectively
- Positively promote caring roles for both genders
- Encourage female career progression through coaching and mentoring

## Completed Actions:

- Developed new flexible working principles
- Developed a recruitment and onboarding plan to support attraction and retention of talent
- Implemented Carers Peer Support Network