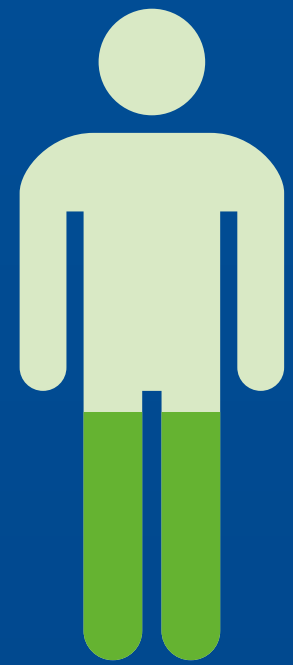




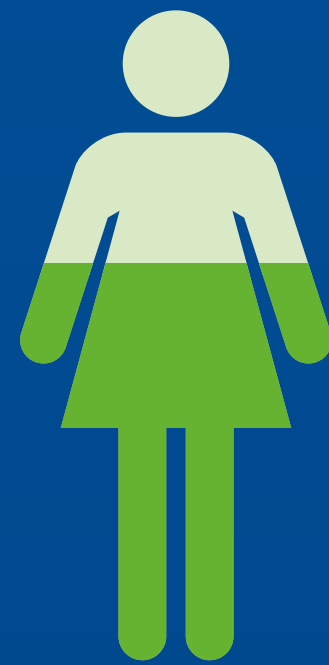
# Gender Pay Gap Report 2023



## STAFF AT NECS



38.2%  
MEN



61.8%  
WOMEN

## PAY GAP

3.72%  
Using **mean** (ave)  
hourly pay



0%  
Using **median**  
hourly pay



### Monitoring and Improvement

2023-24 Action Plan

- Reports in ESR to review the gender pay gap at directorate and service line level, aiming to provide more valuable and meaningful data for analysis of future years' reports.
- Develop a six-monthly recruitment update report to monitor recruitment across all protected characteristics and better understand where further work needs to be completed.
- Develop focus groups/network within NECS to further understand the issues impacting female workforce and determine an action plan to mitigate.
- Utilise internal staff surveys, focus groups and co-production methodology to further understand concerns for female colleagues to support action planning.



### Support and Flexible Working

2023-24 Action Plan

- Support women on maternity leave and encourage line managers to support staff using keep in touch days effectively.
- Promote the NECS Health and Wellbeing network and Parents/Carers support peer group.
- Encourage female career progression through coaching and mentoring.
- Develop internal staff networks.
- Highlight the necessity for and availability of reasonable adjustments for those with health needs.



### Branding, Promotion and Representation

2023-24 Action Plan

- Consider the language, images and branding to promote and advertise roles and careers.
- Ensure EDI communications plan highlights female role models at all levels and celebrates their success, while also highlighting specific awareness days and events.
- Update our website to promote staff activities and ongoing programmes of work e.g., flexible and agile and staff networks.
- Encourage senior leaders to 'role model' working flexibly and to champion flexible working.
- Positively promote caring roles for both genders.
- Through the new 'Ways of Working' framework, look to promote the organisation's positive approach to hybrid working practices.
- Promote the NECS People policies.



### Continued Work and Proposed Updates to Completed Actions from 2022-2023

2023-24 Action Plan

- Implement Menopause Policy and Menopause Cafes with staff involvement.
- Implement recruitment and onboarding plan throughout the organisation.
- Monitor the progress of the carer's passport.
- Continue to review recruitment practices, procedures, guidance, and training materials
- Continue to provide managers with recruitment and selection training sessions to ensure NHS terms and conditions of service are adhered to.
- Develop training for managers to address reasonable adjustments and health and care needs