

Gender Pay Equality: Further Guidance

1. Assessing our current position to identify disparities, and understand the factors causing a potential gap
[How to understand your gender pay gap](#)
2. Creating and implementing an action plan, including specific targets, to address identified pay inequalities
[How to create an action plan](#)
[How to set effective targets](#)
3. Providing equal access to training and development opportunities, promoting equitable career growth
[How to improve gender equality in the workplace: Talent management, learning and development](#)
[Actions to close the gap](#)
4. Tackling workplace culture and bias that may impact employee wellbeing, performance and career progression
[How to improve gender equality in the workplace: Inclusion and retention](#)

This guidance is supporting the BPMA's Gender Pay Gap Initiative

ACTION

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5. Ensuring Equal Opportunities policies are in place for recruitment and promotion at all levels, and understood by all employees

[How to improve gender equality in the workplace: Hiring and selection](#)

Quest Business Templates:

[Equal Opportunities Policy](#)

[Equal Opportunities Monitoring Form](#)

6. Ensuring support is offered and provided to employees with caring responsibilities, and ensuring all employees are aware of available support

[Employer guidance: helping people return to work](#)

8. Appointing a senior team member or committee to be accountable for driving forward initiatives

[How to improve gender equality in the workplace:](#)

[Leadership and accountability](#)

[How to establish diversity leads and diversity task forces](#)

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ACTION