Gender Pay Gap Report 2021
Timeline and Action Plan

	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21
Data Production (HR Data Team)								
Present headline data at EDIC								
At EDIC, discuss and agree priority areas to review and examine to ascertain why we have a gender pay gap and what action we can take to work at reducing the gap.								
Comms plan developed and communicated to inform staff of work being undertaken to support reducing the gender pay gap								
Athena Swan oversight group to progress work with relevant stakeholders on priority areas identified to be reviewed, examined, and actioned								
VCAG updated fortnightly over summer 2021 on progress of the work being undertaken								
2021 Gender Pay Gap Report drafted following conclusion of Athena Swan oversight group and relevant stakeholders work								
Reporting of 2021 Gender Pay Gap Report to Senate								
Remuneration Committee (sign-off of 2021 gender pay report)								
EDIC (Final Gender Pay Gap report for noting)								
2021 Gender Pay Gap Report published on the University website and staff portal. Communicated internally.								
NOTE - review of 2021 gender pay pay work and action plan to identify lessons learnt & improvement moving forward / cycle repeated annually thereafter / work idenfitied to address gender pay gap advanced on an ongoing basis (Athena Swan group to have oversight of this work)								