

# Pay Gap Reporting Action Plan

Maintain the gender balance	Action Owner	Start Date	End Date	RAG Status	Update (notes on what was achieved or learnt, what needs to happen next)
Monitor the balance of males and females across Great Places	Elaine Johnson	April 2026	March 2027		New male Exec Director One vacant Director role to be recruited this year
Supporting our SHe alumni to progress their careers within Great Places	Elaine Johnson	November 2025	September 2026		One SHe graduate currently interim Head of Property Services in the East Region
Continue to identify opportunities for positive action for females/males in areas of the business where the gender gap is not balanced	Elaine Johnson	April 2026	March 2027		Consider opportunities to recruit females into trade positions through Growing Greatness Consider on opportunities to recruit males into I&W through Growing Greatness
Develop Menopause Action Plan and launch on World Menopause day in October	Jason Casenove	May 2026	October 2026		May 2026: Engage Supporting the Change September 2026: Draft the plan 18 <sup>th</sup> October 2026: World Menopause day: Launch the plan
Develop a colleague network for men, considering issues such as men's mental health, prostate and testicular cancer awareness	Jason Casenove	May 2026	November 2026		May 2026: test engagement across the business Subject to the above, August/September 2026; develop ToR and draft Action Plan

					26 <sup>th</sup> November 2026: international Mens Day – launch the group as part of Movember
<b>Closing the Ethnicity Pay Gap</b>	<b>Action Owner</b>	<b>Start Date</b>	<b>End Date</b>	<b>RAG Status</b>	<b>Update (notes on what was achieved or learnt, what needs to happen next)</b>
Deliver the BOOST inclusive leadership workshops to upskill the cultural curiosity and intelligence of our leaders and managers and equip them to have positive conversations about race and other diversity issues.	Jason Casenove	November 2025	March 2026		On track – 118 managers have completed the training to date  A further 135 managers outstanding.  All Managers will have completed the workshop by April 2026
Deliver a SHDA programme for talented ethnically diversity colleagues to support their progression within Great Places and also allow them to thrive and flourish in leadership roles.	Jason Casenove	November 2025	September 2026		Programme launched March 2026, with 14 aspiring ethnically diverse colleagues including two from Southway Housing. Graduation scheduled October 2026.
Support REACH to re-establish across Great Places	Jason Casenove	June 2025	March 2027		October 2025: Appointment of a new Chair November 2025: Commission ‘Lived Experience’ Interviews January 2026: Great Places pilot the launch of Race Equity and Culture Transformation Toolkit (REaCT) March 2026: Agree Action Plan

Continue to engage in BOOST and bringing learning into Great Places through the Internal Change Group	Elaine Johnson	April 2022	October 2026		
Celebrate Windrush Day	Jason Casenove	June 2025	June 2025		
Celebrate Black History Month	Jason Casenove	October 2025	October 2025		
<b>Closing the Disability Pay Gap</b>	<b>Action Owner</b>	<b>Start Date</b>	<b>End Date</b>	<b>RAG Status</b>	<b>Update (notes on what was achieved or learnt, what needs to happen next)</b>
Engage in National Heart Month	Jason Casenove	February 2026	February 2026		Complete
Celebrate Neurodiversity Week	Jason Casenove	March 2026	March 2026		February 2026: Plan activities
Engage in Mental Health Awareness Week	Jason Casenove	May 2026	May 2026		
Embed the Bee Neuroinclusive Code of Best Practice	Jason Casenove	November 2025	November 2026		Engage Enable in auditing Great Places against the standard
Design and deliver Neurodiversity training for manager	Jason Casenove	October 2026	October 2027		October 2026: Identify a partner to advise on the content of training January 2027: Design training solution April 2026: Deliver training
Enhance Disability Confidence status to Disability Leader	Jason Casenove	April 2026	November 2026		April 2026: Engage with Enable
<b>Other work on inclusion</b>	<b>Action Owner</b>	<b>Start Date</b>	<b>End Date</b>	<b>RAG Status</b>	<b>Update (notes on what was achieved or learnt, what needs to happen next)</b>

Roll out Inclusive Recruitment Training for Managers	Zoe Cunliffe	February 2026	September 2026		April 2026: Commence training roll out to Recruiting Managers
Work with the Community Partnership team and other partners to create opportunities for social housing tenants, disabled applicants and those from ethnically diverse backgrounds.	Anthony	January 2026	September 2026		March: Commence recruitment for Growing Greatness 2026 May/June 2026: Assess candidates August 2026: Make offers September 2026: New cohort commences
Celebrate National Inclusion Week	Jason Casenove	September 2026	September 2026		