Equality action plans – reps' checklist

Here's how you can make sure your employer takes steps to tackle gender inequality at work.

1. Push your employer to extend their reporting

- ☐ Ask your employer to go beyond the legal minimum and undertake gender pay gap reporting, even if they have fewer than 250 staff.
- ☐ Ask your employer to also introduce ethnicity and disability pay gap reporting.
- ☐ Ask them to produce action plans for specific groups the data shows are being left behind.

2. Insist on union involvement in action plans

- ☐ Demand union consultation on action plans and opportunities to review drafts before they're published.

3. Negotiate for effective action plans

- ☐ Make sure your employer follows the government's guidance on creating action plans.
- ☐ Negotiate improvements to action plans before they're published.
- ☐ Make sure they include specific measures – such as pay reviews, part-time senior roles, and transparent promotion criteria – all with clear timescales.
- ☐ Negotiate specific actions to target any identified intersectional pay gaps, e.g. Black women, disabled women.

4. Negotiate adjustments and support for workers experiencing menopause

- ☐ Push for practical adjustments e.g. workplace temperature controls, uniform codes, flexible working, and access to rest areas.
- ☐ Make sure members know how to request adjustments.
- ☐ Negotiate training and awareness-raising for managers and staff.