



5 PRACTICAL SOLUTIONS TO HELP YOUR COMPANY FIX ITS GENDER PAY GAP

EVEN WHEN YOU'RE NOT THE BOSS



Let's talk money

We need to normalise the conversation around pay, know what we're worth and challenge when things aren't right.



Time's up

Call out bad behaviour. Find a sponsor to help you.



Set up a parent and carer network

Peer support and idea sharing can make a huge difference to individuals and increase inclusion.



Float ideas for change

- Recruitment redesign
- Support for carers and parents (returnships, coaching, childcare)
- Flexibility as the norm
- Toolkits and training for managers
- Benefits and policy review
- Set up an internal campaign



Look to the future

Be a role model. Become a mentor. Look at who you can influence.

START A CAMPAIGN

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WORK WITH ME

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