

# Navigating Gender Pay Gap Action Plans: What to include



The **Employment Rights Act 2025** introduces a significant shift for UK employers with **250 or more employees**. From April 2026, Gender Pay Gap Action Plans will be voluntary, but they will become mandatory by Spring 2027 for companies with 250 or more employees.

At Fertifa, we have advised our clients to start preparing an action plan that is grounded in practical strategies. For HR managers and leadership teams, the time to prepare is now.

## Key Deadlines for Your Calendar



### April 2026

Submission of Gender Pay Gap Action Plans becomes **voluntary**.



### Spring 2027

Both **Gender Pay Gap Action Plans** and **Menopause Action Plans** become mandatory for large employers.

Ensure full regulatory compliance and stay on top of key upcoming change with this downloadable **Employment Rights Act Calendar**

[Download the calendar](#)

## What is a Gender Pay Gap Action Plan?

A Gender Pay Gap Action Plan is a written framework that clearly sets out how your organisation will aim to improve the gender pay gap. Any plan needs to include at least one action that is specifically related to how the organisation will tackle the Gender Pay Gap, rather than just sharing the data itself.

A Gender Pay Gap Action Plan ensures active accountability while normalising transparency and support for life stages that have historically been sidelined, particularly when it comes to starting a family and menopause.



**68%**

of women saying their career has stalled as a result of having a child



**1 in 10**

women leave work due to menopause symptoms (often at the peak of their careers).

## Practical Strategies for Your Plan

### Recruitment

Use neutral language in job descriptions and implement structured, skill-based screening to remove bias. Offer flexible interview processes by default.

### Promotion

Automatically consider all eligible employees for promotion rather than using "opt-in" systems. Provide formal mentoring and sponsorship.

### Transparency

Ensure pay ranges and promotion criteria are written down and accessible to all staff.

### Targeted DEI

Set specific, time-based targets for gender representation and consider hiring a dedicated diversity manager.

### Meaningful support

Offer your female employees support that adds value to their lives by working with a provider like Fertifa, that fills critical healthcare gaps in PMI provision - pregnancy and postpartum, returning to work and infant care, women's reproductive health and menopause

## The Value of Early Action

While mandatory requirements begin in 2027, implementing these plans voluntarily in 2026 offers several benefits:



### Reduces Risk

Minimizes potential for sex/age discrimination claims and formal grievances.



### Boosts Retention

Directly impacts the retention of experienced employees who might otherwise leave due to lack of support.



### Attracts Talent

Demonstrates a genuine commitment to inclusion to future talent and investors.

**Fertifa Tip:** Use data to pinpoint exactly where disparities lie - such as women missing from senior roles or high attrition after maternity leave - before finalising your actions

## How Fertifa Can Help

Fertifa helps HR teams turn these policies into meaningful, comprehensive support.



### Clinical Expertise

We fill critical healthcare gaps in standard PMI provision by providing direct access to specialists for neurodiversity, fertility and family-forming, menopause, men's and women's health, gender identity, mental wellbeing, lifestyle health and infant care.



### Retention Strategies

By supporting women's health, maternity, postpartum, pregnancy and menopause, Fertifa helps companies retain senior female talent, which directly assists in reducing the gender pay gap at executive levels.



### Compliance Guidance

Navigating legislative shifts is easier when you have a partner dedicated to employee health and wellbeing. We assist clients on creating practical strategies and navigating upcoming regulatory changes.

**Book a call to find out how Fertifa's clinically led programme gives employees fast and easy access to expert care.**

[Book a call](#)