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*Protect* US

*Pay* US

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**eir Equality  
Chapter 28**



# eir Equality

## ➤ **Right to Disconnect guidelines**

- *Code of Practice for Employers and Employees on the Right to Disconnect* developed by the WRC
- Applies to all employees

## ➤ **Gender Pay Gap**

- Now stands at 5.5%
- Down from 7.2% last year, and 11.2% in 2021, which is a good achievement

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- Claims around bereavement leave and paid parental leave
- New claims:
  - Family care - Supports and additional flexibilities
  - Menstrual health policy - an inclusive work environment for those who are experiencing problematic symptoms which can have a negative impact on their personal and working life.

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## ➤ **Breast Cancer Awareness**

- All call centres covered
- Open to all
- Further sessions can be arranged

## ➤ **Upcoming Issues**

- Menopause Awareness sessions
- Mental Health

