



Legal update — February 2017

Employment

Gender pay reporting – mind the gap

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Gender pay reporting is now firmly on the agenda of employers in the private, voluntary and public sector with over 250 employees on the "snapshot" date. For those in the private and third sector the "snapshot" date is 5 April, so the first gender pay gap reports must be published by 4 April 2018. For those in the public sector, the date is 31 March, so the information must be published by 30 March 2018.

What needs to be reported?

Affected employers will have to publish the overall difference in the mean and median gross hourly rates of pay between male and female employees; the difference in the mean and median bonus pay; the proportion of male and female employees who have received bonus pay; and the number of men and women in each of four salary quartiles, based on the employer's overall pay range.

The information must be published on the employer's website as well as being uploaded to a government sponsored website. A written statement confirming that the information is accurate must accompany the required information.

What are the implications?

While the new measures will undoubtedly lead to greater transparency and will hopefully, over time, redress the gender pay imbalance, they will also lead to a greater administrative burden on employers. In addition, the obligation to publish pay information will highlight the issue of equal pay and employees are likely to look more closely at existing pay practices to see if they have any potential claims.

Clearly the issue is one of importance to senior employees and Board members who will be directly involved in the implementation of the gender pay reporting requirements.

Managing gender pay

Being proactive is key and we can advise on gender pay gap issues, as well as helping to devise and implement strategies to narrow the gender pay gap. Advice we provide is protected by legal advice privilege and so exempt from disclosure in Employment Tribunal claims.



Source: Fotolia

We offer the following products:

- Training for your HR team on analysing your gender pay gap. You will leave with all the tools to prepare and analyse your gender pay gap in line with the law, as well as our useful set of Trowers' Top Tips for dealing with gender pay reporting. £350 + VAT and travel expenses for a 1 hour session at your offices;
- A detailed report for the board on 'Understanding and improving your gender pay gap'. A board level analysis tailored to your gender pay reporting information on the issues you need to understand and analyse your gender pay gap and the issues to be aware of when reporting it internally and externally - £750 + VAT;
- A guide on positive action (rather than positive discrimination), suitable for your HR team, senior executives and board, with information on what lawful action you can take to improve the representation of women in the

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organisation at all levels, and attract, promote and retain female talent - £450 + VAT;

- A strategy session with your HR team and/or senior executives to understand, analyse and discuss legal issues arising out of your gender pay gap and prepare your strategy for improving your gender pay gap - £550 + VAT plus travel expenses for 2 hours at your offices.

For a more detailed discussion about preparing for gender pay reporting and your requirements, contact Emma Burrows or Nicola Ihnatowicz.

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