

## Preparing for Publication

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**Gender Pay Gap Conference 12<sup>th</sup> October 2016**

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## Introducing enei

- The UK's leading employer network – support employers to turn diversity theory into practice
- “One-stop-shop” - advice, consultancy, design and delivering of training, networking, dissemination of best practice, benchmarking, campaigning for change
- Practical focus on real issues preventing talent from entering and progressing in organisations
- Six strategic themes: access to opportunities, agile working, the global marketplace, inclusive leadership, workforce representation and unconscious bias
- Over 230 Members from all sectors
- Members employ approx. 22% of UK workforce (excluding SMEs)

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## Members Include

### Core Members Associate Members

### Corporate Members

### Foundation Members



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## Consider

- When
- Who
- What
- Where
- How
- Managing comments and questions

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## When?

- The draft Regulations state that “subject to the approval of Parliament, the regulations will come into force on the earliest relevant common commencement date”
- The data must be published on a “relevant date”

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## The “Relevant Date”

- The definition: the “relevant date” means the 30th April 2017 and each subsequent anniversary of that date
- Data will be based on payments made “within the period of 12 months beginning with the relevant date”.
- Information must be published on 30<sup>th</sup> April 2018 for the first time and “annually thereafter”

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## Who?

- Management Team
- Managers
- Employee representatives, including unions and diversity networks
- Employees

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## What?

- The Regulations will prescribe the **statistics** which you will need to publish.
- There may also be provision for a voluntary **narrative** where you could explain:
  - The reasons for any pay gap
  - The organisation's action plan to close the gap
- A written statement confirming that the information is accurate must accompany the required information

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## The Statistics

- You will need to publish the difference in men and women's
  - Mean pay
  - Median pay
  - Mean bonus pay
- And
  - The proportion of men and women who received a bonus
  - The numbers of men and women in pay quartiles

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## The Narrative – Explaining the Statistics

- Even where men and women are being paid the same for the same job, there can be a pay gap
- This may be due to an underrepresentation of one sex in the most senior jobs; women being in different jobs to men, where one sector has higher earning positions
- The voluntary narrative allows an organisation to demonstrate that there is no unequal pay

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## The Narrative – Action Planning

- The actions you are taking to close the gap e.g.:
  - Nurturing the talent pipeline to achieve a diverse senior management
  - Tackling gender bias to ensure access to sectors with higher paid work
  - Having a job evaluation scheme with up to date evaluations
  - Checking for and eliminating bias in appraisals
  - Reviewing the allocation of bonuses
  - Reviewing starting salaries

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## Where?

- The data must be published on the organisation's own website
- It must be retained there for at least 3 years
- It must also be uploaded to a government website

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## How?

- Normal disability website accessibility
- Allow comparison with Government or sector statistics to see how well your organisation is doing
- Year on year comparison
- Details of how planned action is progressing

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## When the Data Goes Public - Challenges

- Make sure people are well informed
- Misinformed people can spread the news that there is unequal pay
- Negative impact on share price
- Sectors with larger pay gaps may find it difficult to recruit and retain employees
- Focus communications on positive messages about earning potential for both sexes

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## Penalties for Non-Publication

The consultation document states that its website will show examples of compliance and non-compliance.

It states that no additional civil penalties will be created in the regulations at present, “but we will be closely monitoring levels of compliance with the regulations during the initial years of implementation”.

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## Further Help

- Visit our stand at this event
- Pick up our contact details
- Look at our website

[www.enei.org.uk](http://www.enei.org.uk)

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