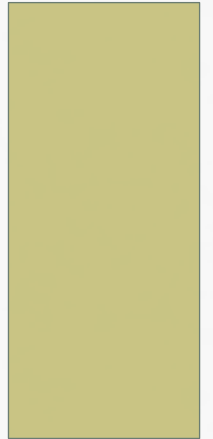


GENDER PAY GAPS

A SIGN OF UNLAWFUL PRACTICE?



UNLAWFUL PRACTICE?

- No, probably not!
- And it's often not really about just pay!
- Function of :
 - **Decisions (not a choice)**
 - **Caring**
 - **Workplace stratification**
 - **Assumption and lazy thinking!**

PAY DISCRIMINATION?

Unequal pay

Paying men and women differently
for the same job



#GenderPayGap

Lower paid jobs more likely to be filled
by women than men



REVIEW PAY SYSTEMS – CHECKING THE SIX HOTSPOTS

- Is it Transparent and simple?
- Does it have an understandable structure?
- Starting and progression rates
- Competence pay
- Bonus pay
- Managerial discretion

DEVELOPING THE GAP EVIDENCE BASE

- Where men and women work by job bands
- Success rates for men and women progression
- Proportion of women returning from maternity into same job
- Flexible working by gender and job bands
- Intersectional issues such as gender and age in job roles
- Perceptions of fairness across genders

MANAGING PARENTAL LEAVE BETTER

- Understanding the law around pregnancy and maternity (new Acas e learning)
- Use of KIT meetings
- Encouragement of shared parental leave arrangements where practicable
- Returning to the same job

FLEXIBLE WORKING

- Understanding the right to request as a formal change of contract and balancing that against informal steps
- Consider an assumption of approval unless there are sound business reasons
- Trailing flexibility
- Distribution of flexible working across organisation, avoiding the “sticky floors”

TALENT DEVELOPMENT AND A ROLE FOR POSITIVE ACTION?

- Although a core policy for all; can use positive action measures for women specific actions
- “Reasonably believes”
- Pipeline
- Mentoring & networking
- Building on 30% and other Board initiatives

NEXT STEPS

- Build understanding at leadership level; perhaps consider a champion or advocate
- Reflect on how you will raise awareness;
- Decide on what action is reasonable and proportionate for you

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