

Gender Pay Gap – Moving Forward Agenda 22nd May 2018 (subject to change)

9:00 – 9:45 REGISTRATION & NETWORKING

9:45 - 11:45 MAIN STUDIO: PLENARY 1

Welcome	Diane Gilhooley , Global Practice Group Head of Human Resources and Pensions, Eversheds Sutherland
Chair	Dr Jana Javornik , Director, Noon Centre for Equality and Diversity in Business, University of East London

FIRST YEAR LESSONS OF GENDER PAY GAP REPORTING

- Key lessons from 1st year implementation, analysis and public reaction
- Successful workplace strategies in presenting the figures
- Agenda for action over the next 2 years

Sam Smethers, Chief Executive, Fawcett Society
Nick Bishop, Head of Corporate Strategy, Golin
Dan Robertson, Director, Vercida Consultancy

PANEL DISCUSSION

LEGAL AND REGULATORY SANCTIONS

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| <ul style="list-style-type: none"> • What does it mean for employers? • Example of Gender Pay v Equal Pay • What are the risks in equal pay? • What are the risks on gender pay? | <ul style="list-style-type: none"> • Enforcement • Measures to help close the gap • Solutions and remedies for companies and individuals |
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Shirley Hall, Senior Partner, Eversheds Sutherland LLP
Joanna Gregson, Principal (Legal), Equality and Human Rights Commission

PANEL DISCUSSION

11:45 – 12:15 REFRESHMENTS AND NETWORKING

12:15 – 13:00 SPECIALIST STUDIO SESSIONS

Studio 1 EQUAL PAY & CLASS ACTIONS	Studio 2 REPUTATIONS & COMMUNICATIONS	Studio 3 IN-HOUSE SOLUTIONS
<p>Shirley Hall, Senior Partner, Eversheds Sutherland Naeema Choudry, Partner, Eversheds Sutherland</p> <ul style="list-style-type: none"> • Understanding liabilities • Risk of group actions • Options open to employers 	<p>Nick Bishop, Head of Corporate Strategy, Golin</p> <ul style="list-style-type: none"> • Staff and client reactions • Communicating with customers and clients • Case studies 	<p>Innes Miller, Director, Staffmetrix Ltd</p> <ul style="list-style-type: none"> • Presentation & narrative to staff • Tackling gaps • Mechanisms for change • Case studies

13:00 – 13:45 LUNCH AND NETWORKING

13:45 – 15:15 MAIN STUDIO – PLENARY 2

STRATEGIES TO CLOSE THE GAP

- Tackling roots of gender pay gap and gender progression
- Identifying and tackling non pay inhibitors
- Examining different sector profiles and issues
- Essential first steps to reform and confidence building

Sarah Jackson OBE, Chief Executive, Working Families

Dr Sarah Peers, Vice-President, Women's Engineering Society (WES); Founder Director, Peers & Peers and Director, STEM Foundation of the Institute of Innovation and Knowledge Exchange


Andrea Callender, Director, Equality, Diversity and Inclusion, Arup UKMEA

Patrick Woodman, Head of Research and Advocacy, Chartered Management Institute (CMI)

PANEL DISCUSSION

15:15 – 15:30 REFRESHMENTS AND NETWORKING

15:30 – 16:15 SPECIALIST STUDIO SESSIONS

Studio 4	Studio 5	Studio 6
TAKING ACTION TO CLOSE THE GAP	COMMUNICATIONS	SOLUTIONS
<p>Naeema Choudry, Partner – Employment Practice, Eversheds Sutherland</p> <p>Shirley Hall, Senior Partner, Eversheds Sutherland</p> <ul style="list-style-type: none"> • The bigger picture • why act • Typical challenges when acting • How to analyse causes of a GPG • How to tackle those causes when identified 	<p>Nick Bishop, Head of Corporate Strategy, Golin</p> <ul style="list-style-type: none"> • Staff and client reactions • Communicating with customers and clients • Case studies 	<p>Ruth Thomas, Industry Principal, Curo Compensation</p> <p>Patrick Woodman, Head of Research and Advocacy, Chartered Management Institute (CMI)</p> <ul style="list-style-type: none"> • Presentation and narrative to staff • Tackling gaps • Mechanisms for change • Case studies 

16.15 CLOSE