

Helping you find the right balance

Gender pay

With the second gender pay gap reporting cycle underway, employers are reviewing the impact of publishing their pay data for the first time. There is no time to lose as stakeholder attention is already moving on and challenging employers to explain how they are addressing their gender pay gaps in practice. While action planning goes beyond the requirements of the reporting duty, many organisations will want to respond, reflecting equal pay and reputational risks and pressures on talent recruitment and retention.

Experience

We have been at the forefront of equal and gender pay developments for many years and have the experience and track record of helping organisations navigate through this complex and sensitive area. Our experience began with the conduct of mass equal pay litigation facing the public sector including precedent appeal decisions in the Employment Appeal Tribunal and the Court of Appeal. More recently we were instructed in one of the most high profile equal pay matters when we conducted the BBC Equal Pay Audit. In the lead up to gender pay gap reporting we assisted many employers to navigate their way through the technical detail of the Regulations and prepare their voluntary narrative to accompany their statistics.

Tools/services

We provide practical, legal and strategic advice and tools including:



Gender pay gap reporting:

advising on the duty to report, analysing pay data, assisting with internal and external communications



Root cause analysis:

helping organisations to understand the causes underlying their gender pay gaps



Beyond gender: helping employers to assess ethnicity, disability and other pay gap data



Training: providing unconscious bias and diversity training



Recruitment, promotion and senior diversity advice:

supporting gender-neutral hiring, appraisal, promotion, mentoring, talent development practices and advising on positive action



Building inclusive workplaces:

advising on how to make flexible working, maternity leave, parental leave, career break, reward and other policies more inclusive in practice



Global gender pay reviews:

advising multinational employers conducting global gender pay reviews on cultural sensitivities, privacy, confidentiality and labour relation issues



Equal pay risks: gender pay data may reveal potential unlawful pay inequality between men and women and may lead to equal pay claims. We undertake risk reviews, equal pay audits and provide mitigation advice

