



Gender pay gap regulations

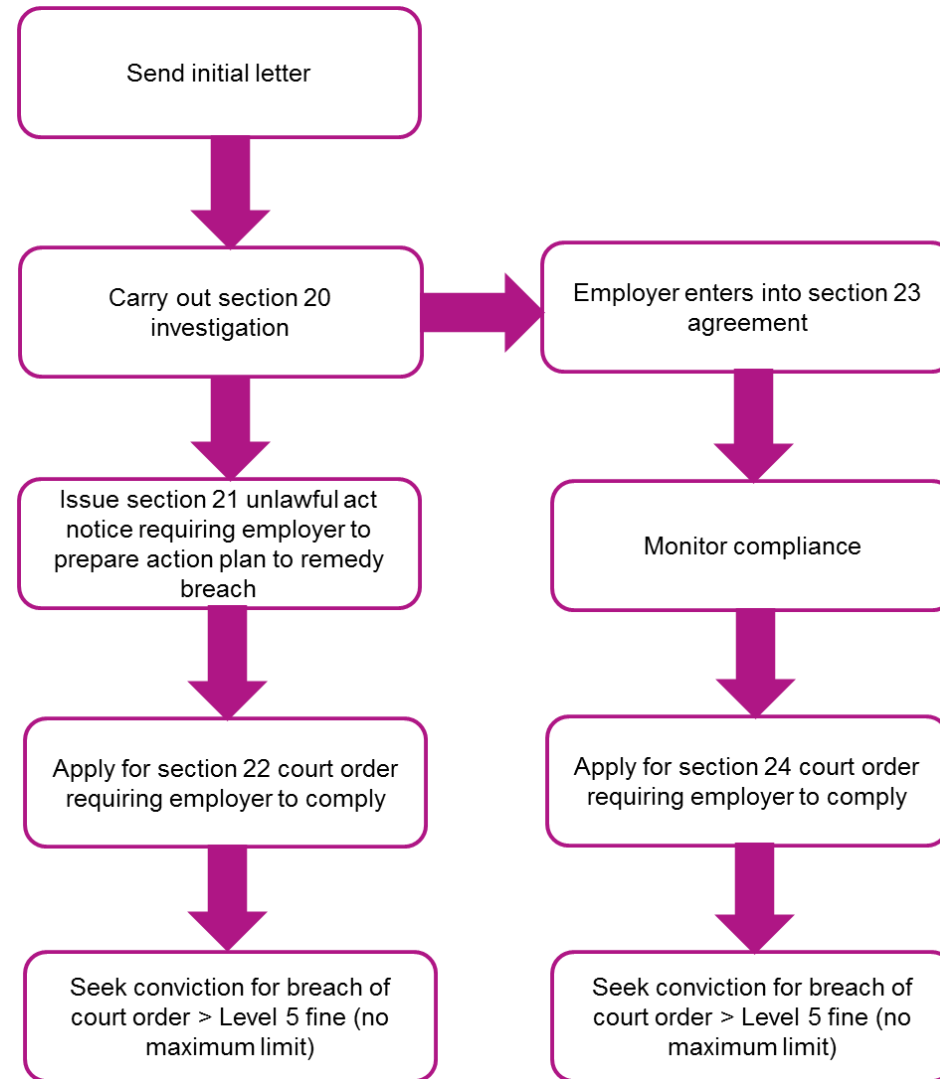
Gender Pay Gap – Moving Forward 2018

22.05.2018

Enforcing the Regulations

- EHRC's role in enforcement
- Enforcing against private and public sector employers
- Private sector enforcement process - investigations under s20 of the Equality Act 2006





Progress so far (1)

- 10,000 employers reported by the deadline
- 1,500 reported in the final 24 hours
- 1,500 did not report
- Enforcement started on 9 April with letters to all non-compliant employers

Progress so far (2)

- Most have now reported or confirmed they are not caught by the Regulations
- Next stage is commencing this week – draft terms of reference
- Investigations will commence in mid-June
- Enforcement on improbable data will follow

Purpose of enforcement

- Ensuring employers comply with their obligations
- Holding employers to account in order to deter non-compliance by others
- Introducing transparency
- Encouraging employers and others to tackle the causes of the gender pay gap
- Allowing progress to be measured

Bringing about sustainable change

- In August 2017 we published research on gender, ethnicity and disability pay gaps alongside a strategy for tackling the causes of pay gaps that identifies actions for government, agencies and employers
- Watch this space – analysis of narratives coming soon



Our recommendations

- Unlock the earning potential of education by addressing differences in subject and career choices, educational attainment and access to apprenticeships
- Improve work opportunities for everyone, no matter who they are or where they live
- Make jobs at all levels available on a flexible basis
- Encourage men and women to share childcare responsibilities
- Reduce prejudice and bias in recruitment, promotion and pay decisions
- Report on progress in reducing pay gaps

What is Working Forward?



SUPPORTING PREGNANT WOMEN
AND NEW PARENTS AT WORK

A major national initiative, calling on British businesses to make our workplaces the best they can be for pregnant women and new parents.

Being a member also enables you to:

Champion your commitment

Clearly demonstrate and celebrate your commitment to equality to employees and customers.

Proactively drive change

Help to bring about long-term, sustainable change to workplace cultures and environments by working collaboratively with other businesses to raise the bar.

Access free expert resources and events

Attend Member-only events, learn from other Members via our LinkedIn group, and benefit from online training and 'how to' toolkits for free.

Connect with like-minded businesses

Network, share and connect with CEOs and HR Directors from other Working Forward Member organisations.

Sexual harassment

Practical guidance for employers on sexual harassment in the workplace, including:

- definition and examples of what sexual harassment is
- your responsibilities as an employer
- what a sexual harassment policy should include
- how to put the policy into practice
- how to handle sexual harassment complaints
- criminal behaviour



Accelerating progress

- Create job profiles and person specifications which attract the widest possible pool of candidates
- Use a range of recruitment methods
- Set a clear brief and diversity targets
- Use a formal selection process which is transparent and rigorous
- Encourage diversity in succession planning and the talent pipeline
- Take positive action



What next for reporting?

- Ongoing enforcement
- Reducing the threshold
- Additional reporting measures

Thank you