

THE
GENDER
PAYGAP
MOVING**FORWARD**2018

The logo features two overlapping circles. The left circle is orange and contains a black female symbol (a circle with a cross) and a black pound sign (£). The right circle is teal and contains a black male symbol (a circle with an arrow) and a black pound sign (£).

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EQUALITY &
DIVERSITY

The icon for Equality & Diversity consists of a central purple and pink figure with three curved lines above it, resembling a person or a signal tower, set against a background of horizontal stripes in purple, pink, and orange.

Gender Pay Impact & Enforcement

22 May 2018

Shirley Hall
Partner



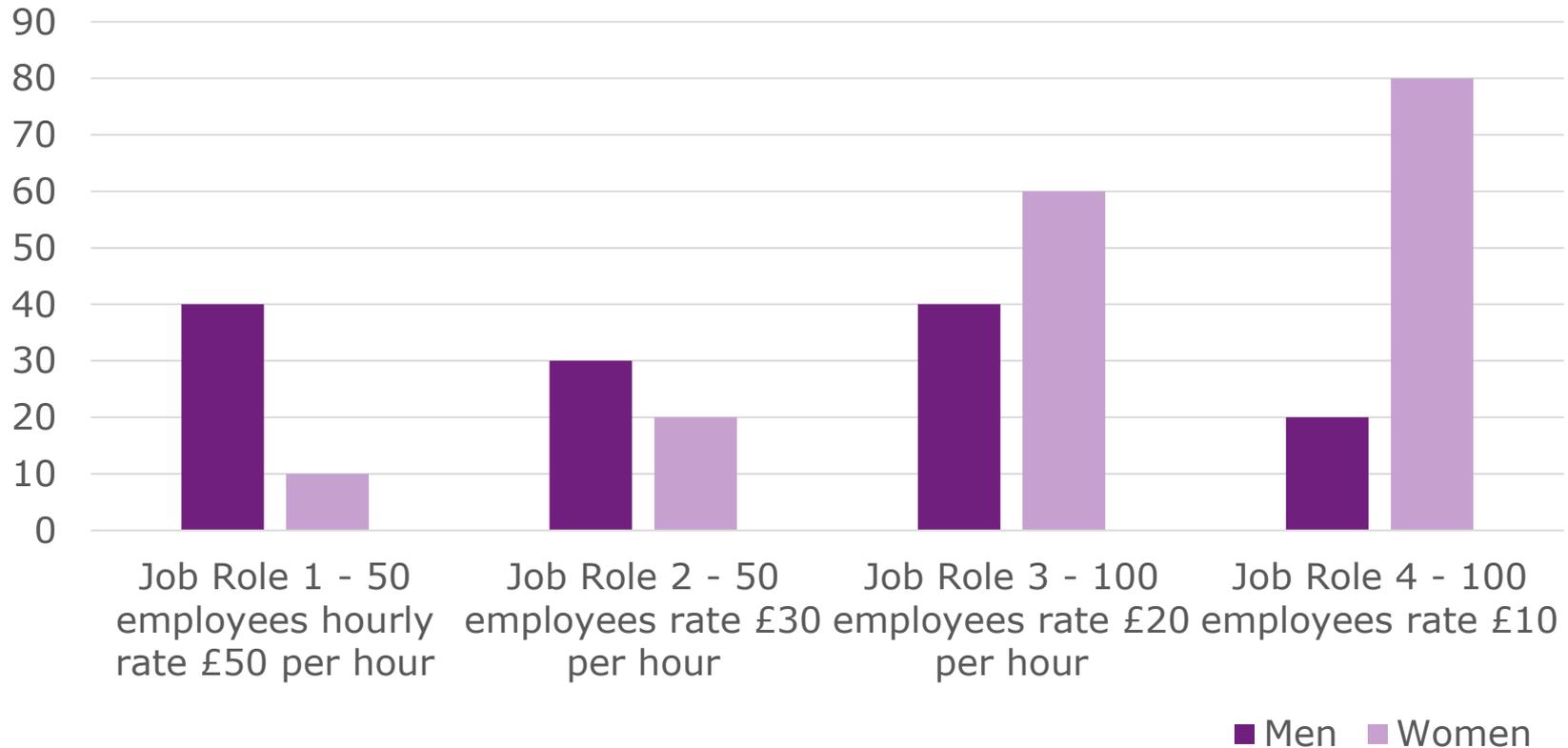
Equal & Gender pay

What does it all mean for employers



Examples of equal & gender pay

The following Company has 300 employees and 4 job roles. Men and women in each of the job roles are paid exactly the same hourly rate as set out below and thus there is equal pay across the Company.



The underlying problem...

Prepare your daughter
for working life.

Give her less pocket
money than your son.



Where equal pay began...

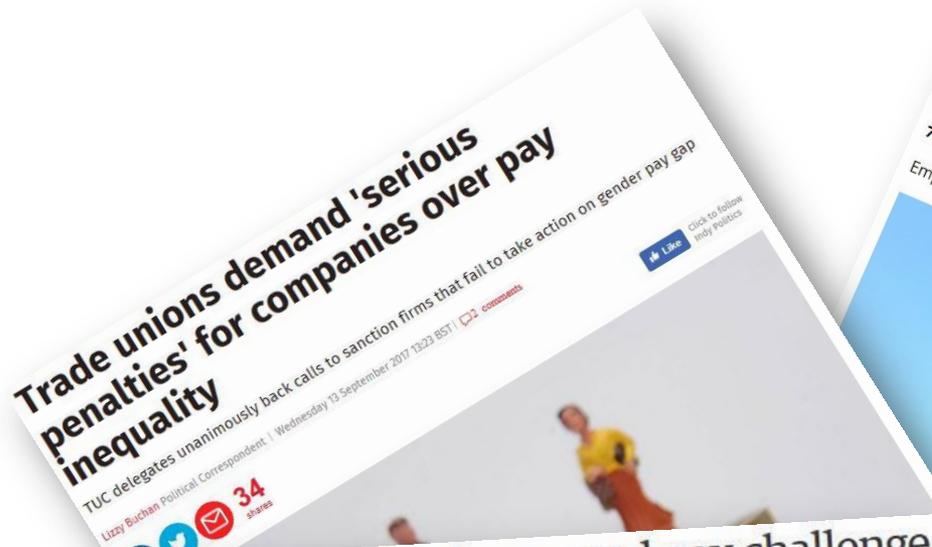
Meet the Essex girls who changed the world!



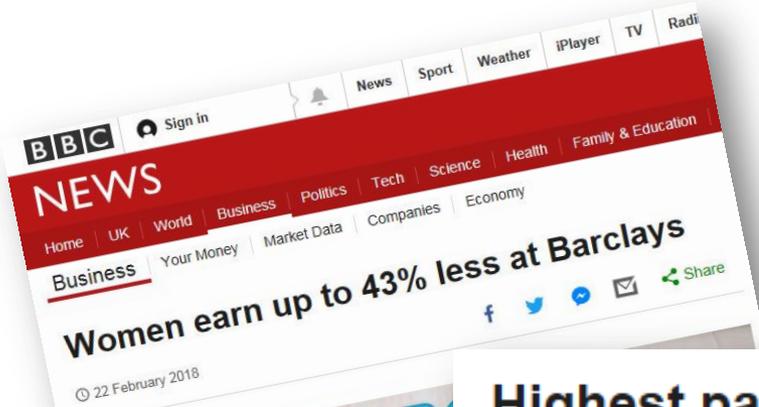
STARRING
GEMMA ARTERTON

THE MUSICAL
made in Dagenham

What are the risks in equal pay?



What are the risks on gender pay?



BBC NEWS
Home UK World Business Politics Tech Science Health Family & Education
Business Your Money Market Data Companies Economy
Women earn up to 43% less at Barclays
© 22 February 2018



Deloitte, PwC and EY Report Massive Pay Gap When Including Partners
By David Hellier and Gavin Finch
08 March 2018 16:09

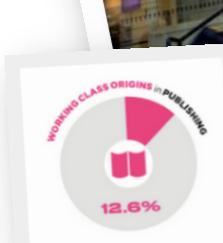


Highest paid Scottish doctors are mainly men
By Steven Brocklehurst
BBC Scotland News
18 April 2018 | 104

riverbed
Start monitoring your



Women 'must demand fair pay' to bridge gender gap
© 4 April 2018



Report finds £23k 'class pay gap' in publishing
Published April 17, 2018 by Katherine Cowdrey
Share f t G+ in

A report slamming representation in the arts has highlighted a "class pay gap" in publishing of up to £23,000 a year and that people of working class origins make up just 12.6% of the sector.

Enforcement



Measures to help close the gap



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