

THE  
**GENDER**  
**PAYGAP**  
MOVING**FORWARD**2018

The logo features two overlapping gender symbols. The left symbol is orange and contains a black pound sign (£). The right symbol is teal and also contains a black pound sign (£). The symbols are positioned to the right of the main text.

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EQUALITY &  
**DIVERSITY**

The icon for Equality & Diversity consists of a central purple and pink figure with radiating lines, resembling a signal or a person with arms raised, positioned to the right of the text.

# Closing the Gender Pay Gap

## Taking action

**22 May 2018**

Shirley Hall  
*Partner*

Naeema Choudry  
*Partner*



# The bigger picture

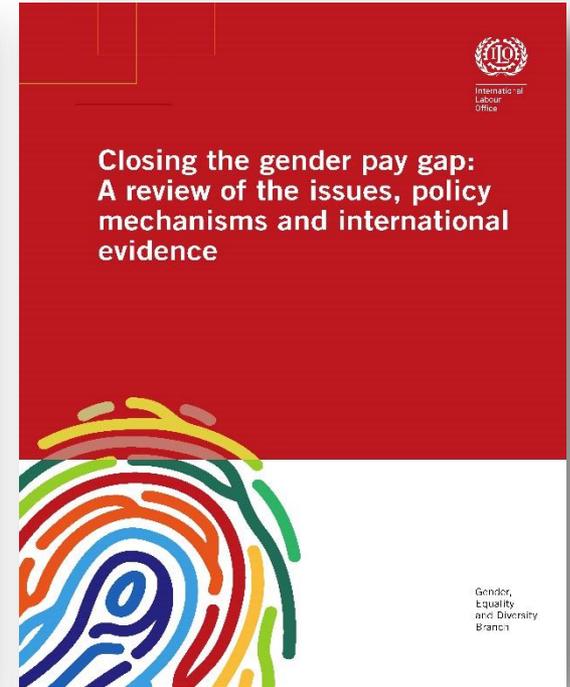
Not just an employer issue



**Societal**



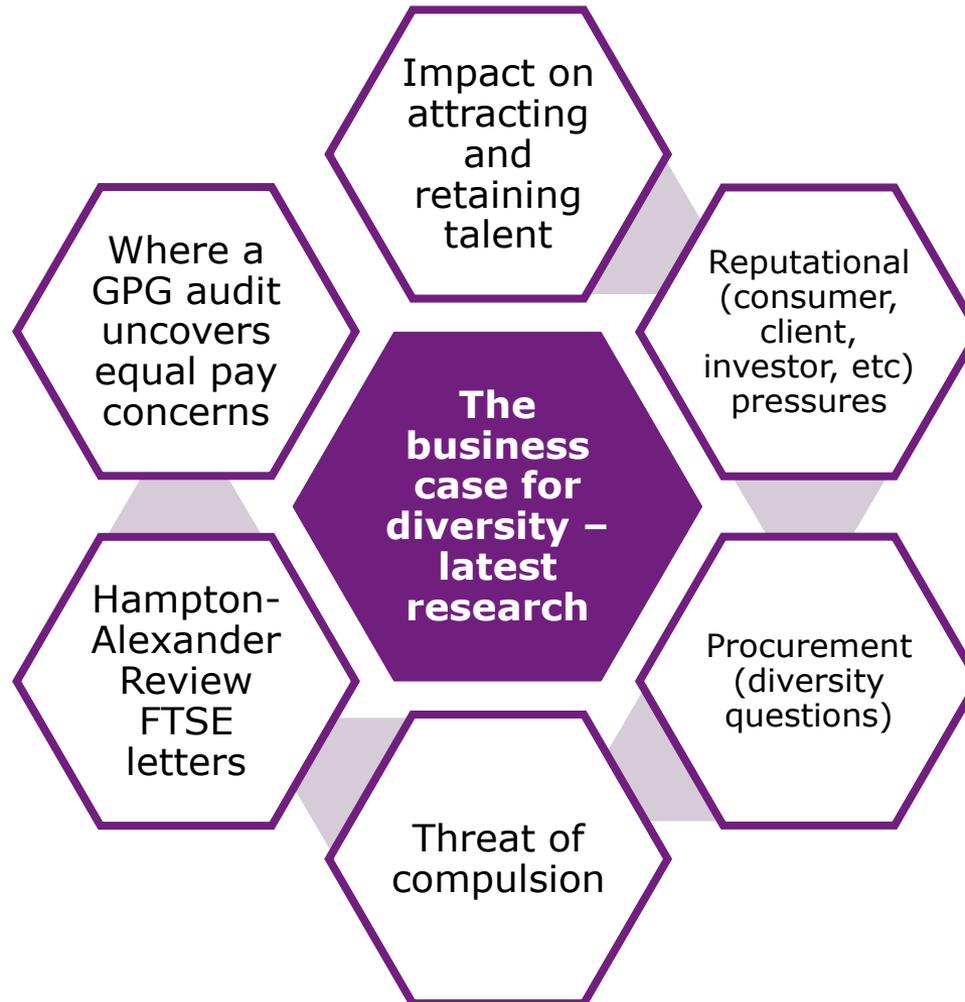
**Historical**



**Global**

# Taking action

## Why should employers act?



## **Sli.Do questions**

What is stopping employers from closing their gender pay gaps?

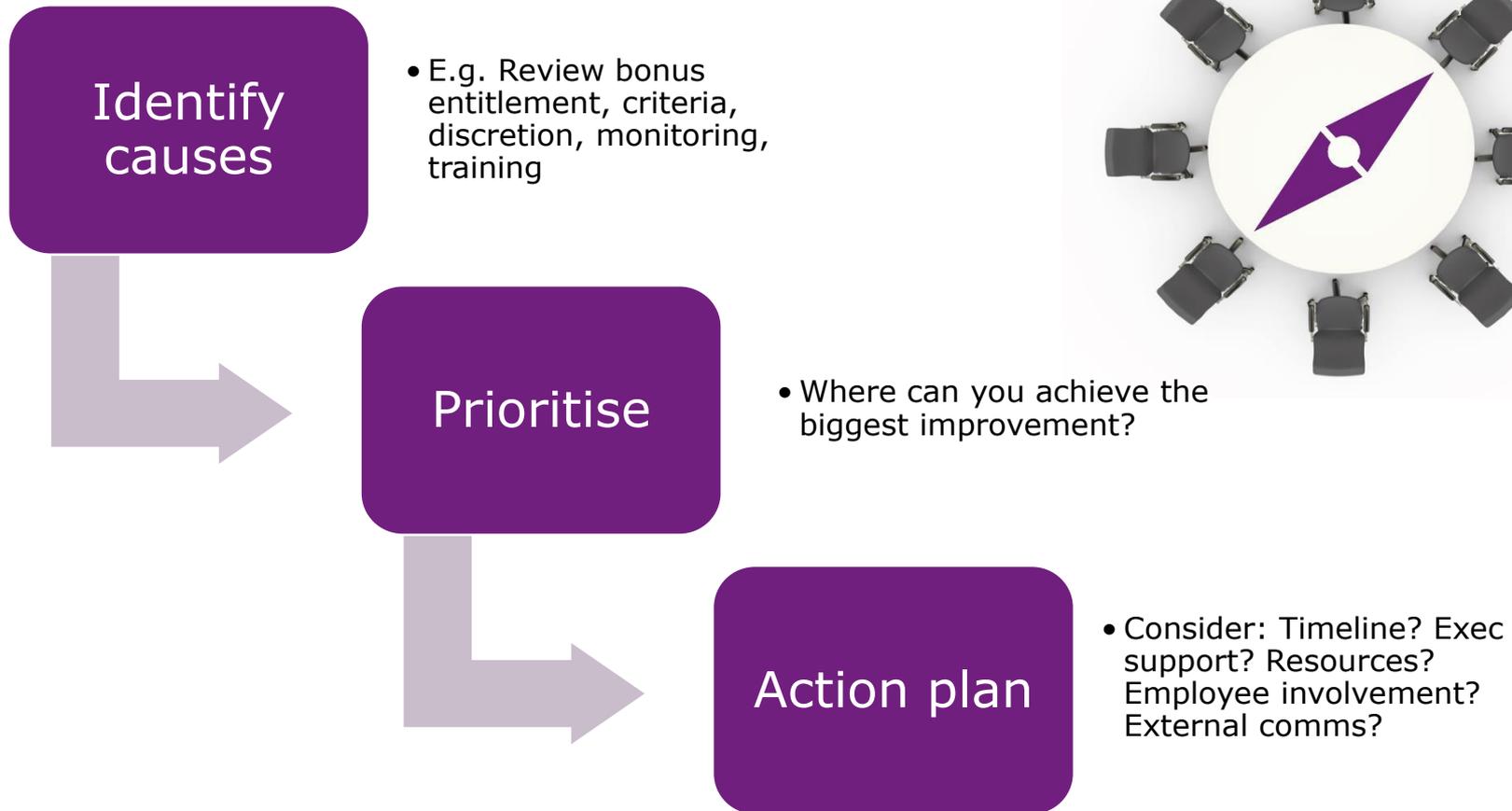
[NB questions in notes, Sli.Do will be set up]

## **Panel discussion & Q&A**

How to identify causes of the GPG at your employer

# Moving forward

## Action planning to close the GPG



## **Sli.Do question**

Where do you think your employer will focus its efforts in closing its GPG?

[NB questions in notes, Sli.Do will be set up]

## **Panel discussion & Q&A**

Action planning: steps to close a gender pay gap

# Summary

## Closing the Gender Pay Gap



- Analysing causes of **your GPG** will involve further analysis
- Some may be **beyond your control** or require collaboration
- Check: are stakeholders confusing **equal pay & gender pay?**
- **Action planning** to close your GPG is not obligatory, but ...
- Don't get overwhelmed by potential action steps: **prioritise**
- Learn the **lessons from other annual reporting** duties:
  - There will be an expectation of GPG improvements year by year
  - Anticipate rising media pressure again in year two
  - This is the beginning, not the end

# Questions?



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