

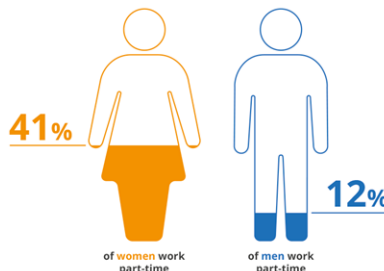


The Gender Pay Gap: Managing the Regulations
Wednesday 29th March 2017

Kieron O'Reilly
**Membership Engagement
Manager**



If you're a woman, you will earn less than a man. *Teresa May 2016*





Their mean gender pay gap.

Their median gender pay gap.

Their mean bonus gender pay gap.

Their median bonus gender pay gap.

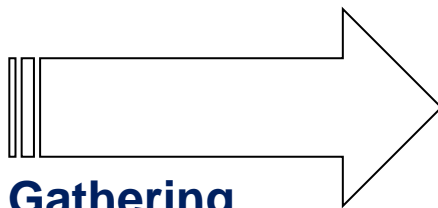
Their proportion of males receiving a bonus payment.

Their proportion of females receiving a bonus payment.

Their proportion of males and females in each quartile band.

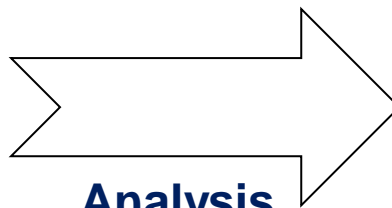
A written statement, authorised by an appropriate senior person, which confirms the accuracy of their calculations

3 Key Challenges



Gathering Data

- Who & How



Analysis

- What does it show?
- Is it good or bad?
- What does it mean?
- What do we do with it?



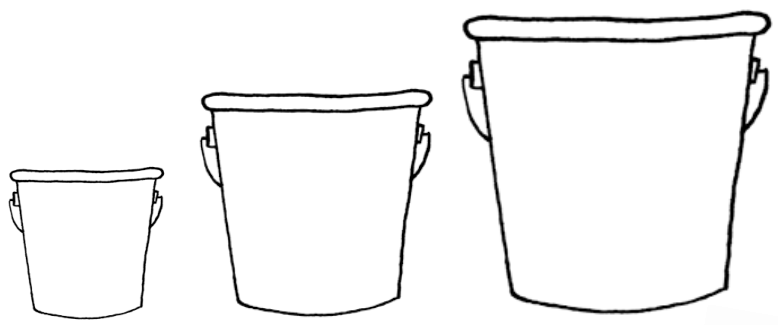
Publish

- When & Why?
- What will happen?
- How do we manage it?
- What is everyone else doing?



enei
employers
network
for equality
& inclusion

Some Interesting results so far



Inspiring others

It's an opportunity!

- Thank you!