



The Regulations - Your Duties

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Gender Pay Gap Reporting

Introduction

- Risks and opportunities associated with gender pay gap reporting
- Challenges of gender pay gap regulations
- Gender Pay Gap: Financial Services Sector

Gender Pay Gap Reporting

Risks

- Reputational damage and negative publicity
- Compliance and comparability
- Data accuracy
- Adverse impact on employee relations

Opportunities

- Positive reputational impacts
- Enhancing trust through increased transparency
- Growing understanding
- Catalyst for change

Reputational Impacts

- How much to disclose
- Explaining and presenting data
- Early publishing

Challenges of Gender Pay Gap Regulations

Interpretation

- What is included in gender pay gap calculations and what isn't can distort overall figures
- Examples:
 - > Employees and relevant employees
 - > Leavers and joiners
 - > Bonuses and timing of bonuses
 - > Pay incentives, allowances and benefits
 - > Partners in LLPs
- Discrepancy from organisation to organisation on what is included in their overall figures will make it difficult to compare like for like

Challenges of Gender Pay Gap Regulations

Accuracy and Compliance

- Data sign-off
 - > who is responsible?
 - > how do we ensure figures are accurate?
- Compliance
 - > how will Government ensure organisations who should be publishing are publishing?
 - > where will the data be published?

Next Steps

- Some complexities for business over the interpretation of which employees and what elements of pay fall within the regulations
- However, public reporting will undoubtedly bring the accountability needed to drive change
- Once gender pay gap data is collected and published, organisations need to start looking at what actions they are taking to close this gap

Gender Pay Gap in Financial Services: Case Study

Gender Pay Gap in Financial Services

When looking at gender pay gap, organisations need to address:

- > What the reason for the gap is
 - > What as an organisation they can do about it
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- Gender pay gap in financial services stands at 39.5%, compared to national average of 19.2%
 - This is because, although more women than men start out in many parts of financial services, the most senior and best paid positions are still held by men
 - Therefore, in order to tackle the gender pay gap, financial services firms need to look at key problem areas - how they retain and promote women

Tackling the Gender Pay Gap

What is the profession doing to address the gender pay gap?

- **Recruitment Strategy** – opening up access to encourage diverse range of employees
- **Role Models** – raise aspirations in young women
- **Agile Working** – greater choice in working practices
- **Culture Change** – support and encourage women through career planning and talent programs
- **Back to Work Programs** - encourage women to return to business
- **Targets** – what gets measured gets done



“I’m a great believer in what gets measured gets managed, and what gets published gets managed even better. I’m hopeful that when companies analyse data, they will be able to make sure they’re putting in place the right measures to ensure talented female staff are making their way through the pipeline and into top roles”

Caroline Dinenage MP, Minister for Women, Equalities and Early Years



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