



Closing UK gender pay gaps: What more needs to be done?



Today's Panel:



Vicky Peakman

Director of Social Impact



Julia Hanna

Director and Co-founder



Michelle Gyimah

Director and Pay Gap Consultant

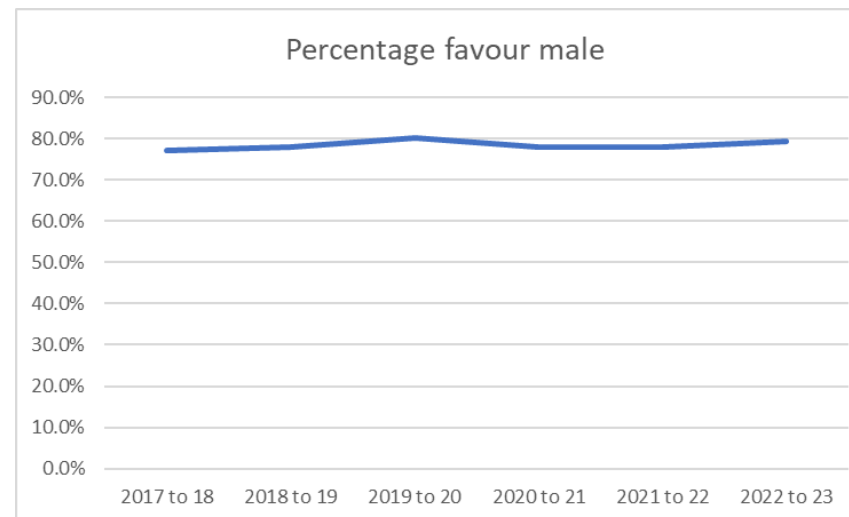
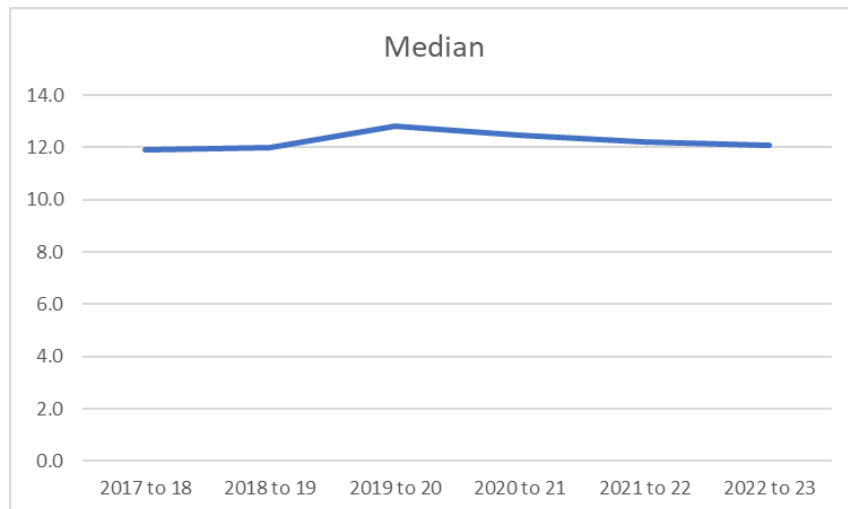


Today's Agenda

- Current state of gender pay gap
- How to close pay gaps discussion
- Q&A

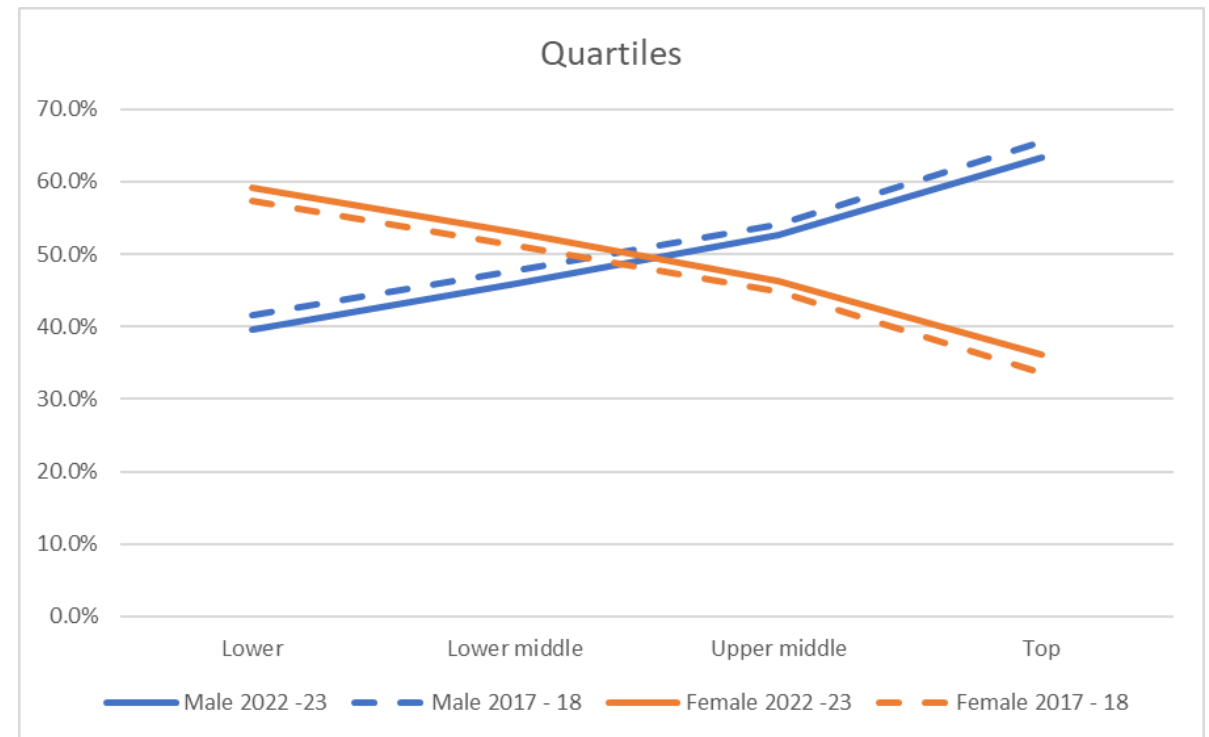
Current state of GPG reporting

- Not much has changed
- Average mean pay gap now 13.2%
(14.3% in 2017/18)
- Average median pay gap now 12.1%
(11.9% in 2017/18)
- 79.4% median pay gaps favour men
(77.2% in 2017/18)
- 64.9% median bonus pay gaps favour men
(52.8% in 2017/18)



Current state of GPG reporting

- Men make up 63.3% of the upper quartile
(65.4% in 2017/18)
- Men make up 39.6% of the lower quartile
(41.6% in 2017/18)



Poll

Are you doing anything more than reporting?

- ☐ We don't need to report so aren't doing it
- ☐ We don't need to report but are doing it voluntarily
- ☐ We are calculating the regulatory numbers
- ☐ We have created an action plan based on our data
- ☐ We are acting on our action plan (e.g. regularly analysing and updating)
- ☐ Don't know

Question 1:

What do you think about the progress, or not, that has been made?

Question 2:

Why are pay gaps so hard to close?

Question 3:

What can organisations be doing to close the gender pay gap for good?

Poll

Which of these actions are you taking?

- ☐ Collecting data
- ☐ Deep analysis of data
- ☐ Metrics of more than pay
- ☐ Collecting data for more than gender
- ☐ Setting DEIB targets

Question 4:

**What advice would you give to
companies starting out on this journey?**

Top tips



Michelle Gyimah

- 1** | Use your pay gap data as a foundation to build on
- 2** | Build a resource team with an influential senior sponsor and varied expertise
- 3** | Move away from 'short term wins' and focus on sustainable impact

Top tips



Julia Hanna

- 1** | Understand your data and look wider than gender
- 2** | Be transparent around pay and review all decisions through an equity lens
- 3** | Change your culture by equalising caring policies such as maternity and paternity

Top tips



Vicky Peakman

- 1** | Start on your journey – it takes a while
- 2** | Collect data – and learn to interpret it
- 3** | Talk to your employees – they can help



Gain a competitive edge in a fierce talent market while building a more fair, equitable and transparent pay strategy

Market Pricing

Pay Structures

Survey Management
& Participation

Reporting
& Analytics

Pay Equity

Compensation
Planning

Total Rewards
Statements

Job Descriptions
Management



Peer

A transparent & dynamic HR
reported data network

Employee Reported

The world's largest real-time
salary database

HR Market Analysis

A composite of analyst curated
employer reported survey data

Poll

**Do you
want to be
contact by:**

☐ Payscale

☐ Equality Pays

☐ Verditer

Q&A

Feel free to ask any questions in the chat!

