

# Equality Pay: Risk, Refine, Report

4 months to go – time to tackle gender pay!



With only four months until the 2018/2019 gender pay reporting deadline, greater workplace pay transparency remains in the spotlight. Whilst the legal obligation to report on gender pay only applies to employers with 250 or more employees, pay risks impact businesses of all sizes – from recruitment and retention of talent, adverse employee relations and potential legal claims, through to reputational damage and investor/stakeholder concerns – in the UK and beyond.

**Our Risk, Refine, Report solution, addresses these risks through a bespoke strategy for your business.**



## Gender pay gaps hurt businesses

Research shows that:

- 61% of women factor in gender pay when considering a new role
- Gender pay gaps diminish motivation in 56% of women
- Gender pay gaps diminish motivation in 25% of men



## Increasing scrutiny

- Has the gap closed from last year?
- What commitments towards closing any gap have been made?
- What active steps have been taken towards meeting them?



## Our Risk, Refine, Report solution – what it does

- Provides insights on key risks, a bespoke strategy and recommendations – all within a legally privileged report
- Using 3 key steps – see below



## Three steps to close the gap – how we do it

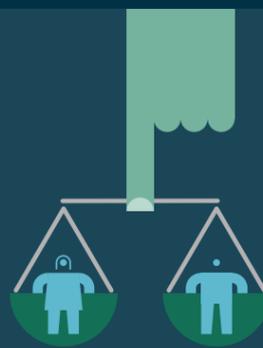
Our solution uses three steps:

1. Risk assessment consultation
2. Review and refine policies and procedures
3. Privileged risk report and tailored recommendations to protect your business



## Why take action now?

- Allow time to address problems before reporting on them
- Manage the message delivered to your workforce



## Managing the global impact

- Your wider international workforce, customers, investors and stakeholders will be watching
- Factor in European Works Councils, Domestic Works Councils and Employee Forums



## Turning risks into wins

Throughout, our focus is on minimising expensive legal claims, improving employee morale and productivity and protecting your wider employer brand.

Option for integrated solution with Gapsquare using their innovative technology, machine learning and big data analysis to provide in-depth insights from the raw data.