

Gender pay gap
Are you ready?



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#GenderPayGap

What is the gender pay gap reporting legislation?

Gender pay gap (GPG) reporting is the Government's headline initiative to tackle the gender pay gap in the UK. The Government hopes that increased transparency provides a stimulus to businesses to close the remaining gap over time.

4 April 2018

The first statutory deadline for all employers in the UK with more than 250 staff to publish their gender pay gap information on their own website and on a government website.

9.1%

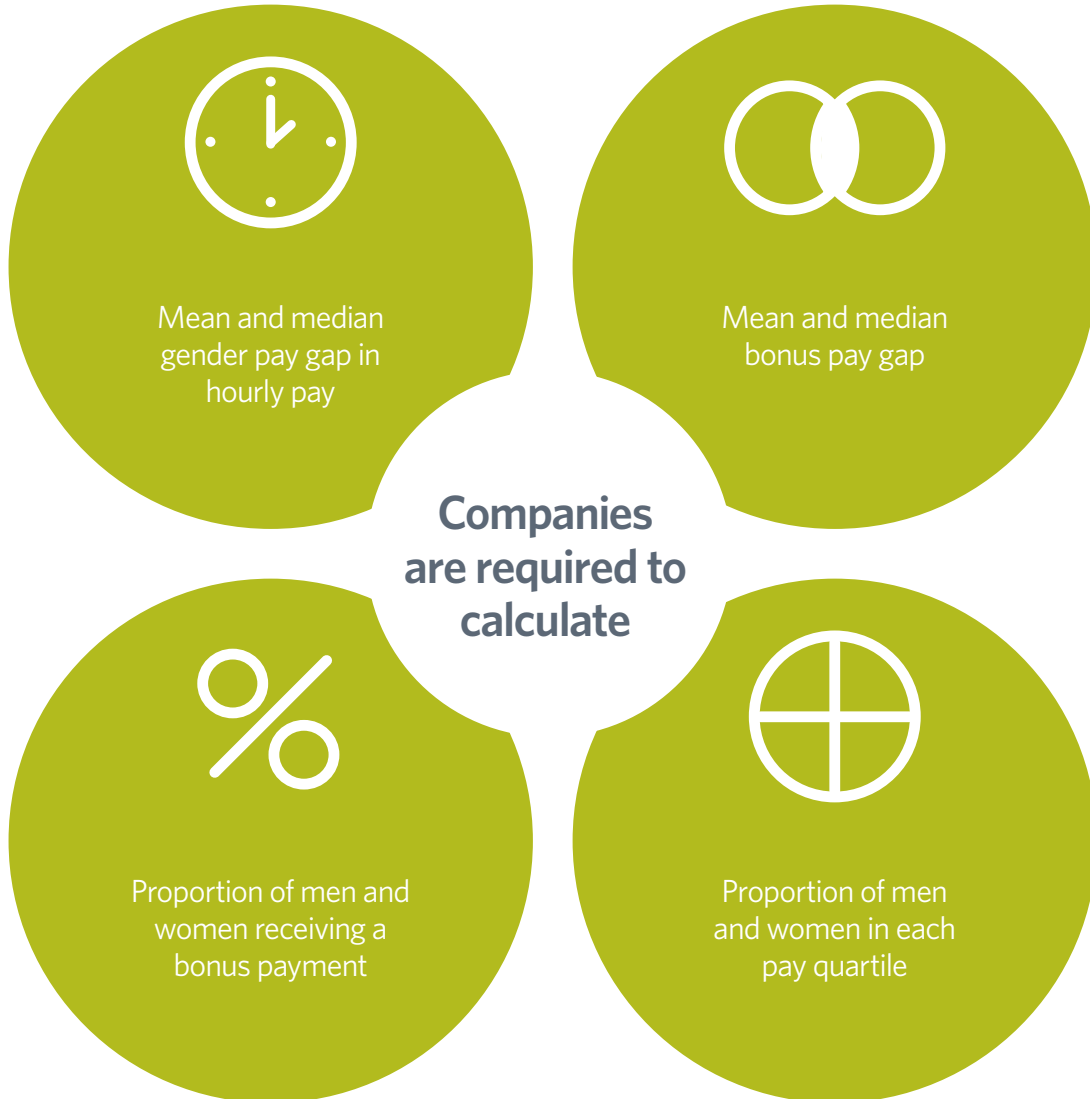
The difference in the average pay received by men and women.

9,000

The number of UK companies that need to publish their GPG information.

648

The number of companies, as of 22 January, that have reported their gender pay gap.

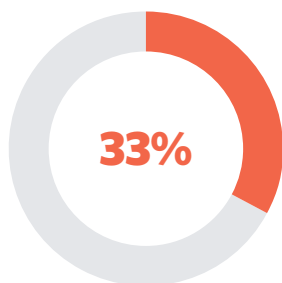


What is the context of the legislation?

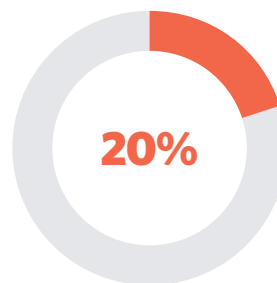
The gender pay gap is not about equal pay; it is a measure of the difference between men and women's average earnings across an organisation.



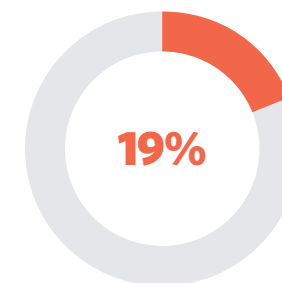
The gap is most prevalent in the Financial Services sector...



...followed by Professional, Scientific and Technical roles...

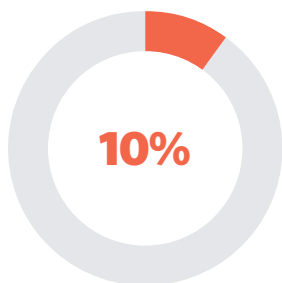


...with the Manufacturing sectors also highlighting a significant gap.

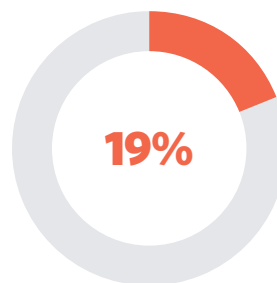


At present the perceived gaps are still very apparent

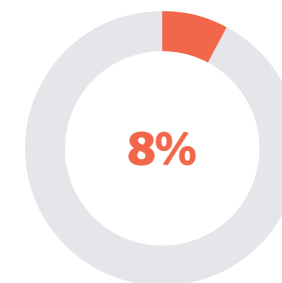
Women's hourly rate and bonus rate is on average 10% lower than their male counterparts



The variance in pay quartiles remains the same with women in the top quartile being paid 19% less



Although in the lower quartile men are paid 8% less than their female counterparts



What causes the gender pay gap?

We need to consider inequality more generally within society and in organisations, including issues of talent, promotion, retention and leadership.



How should you respond?

Whilst there is no legal requirement to publish an individual report, a large number of companies are choosing to do so. These reports include details of the company's gender pay gap alongside narrative which puts the reported figures into context.

A report creates a transparent way to communicate to all your investors. It is an opportunity to tell a positive narrative about progressive gender policies.



How can we help?

At FleishmanHillard Fishburn we support companies in building their corporate reputation.

Our integrated team of policy and communications experts, along with our in-house report producers, work closely with HR and communications teams across three phases:

Narrative and strategy development

The outputs are identification of key risks and areas of strength, a bespoke strategy for GPG communications and clear messaging/narrative for the next steps to build upon.

Report and content production

FHF has an award-winning team who prepare your GPG narrative for both online submission and as part of your reporting suite. This service covers planning, copywriting, design and layout, bespoke infographics, typesetting and delivery in all formats.

Communication and message management

FHF works with you to prepare a full communications package around your report. This includes stakeholder identification, channel mapping and preparation of key internal advocates and champions. We offer a full press office service around the report, managing stakeholder and media sell in and reaction.

Contact us

For more information please
contact Nick Rose on:

+44 (0)20 8618 2847

+44 (0)7912 578 175

nick.rose@fhflondon.co.uk

fhflondon.co.uk



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