

Employers in Great Britain (with 250 or more employees) will soon be required to publish on an annual basis details of their gender pay gap. The first reports will have to be published by 4 April 2018 using pay data taken from the “snapshot date” of 5 April 2017.

The current focus on gender equality means that such information is likely to be carefully scrutinised by the media, employees, trade unions, investors, etc. Affected employers should therefore be taking steps now to prepare for these new reporting obligations, including considering what information will need to be published, how this can be collated and analysed, and how they are going to deal with (and explain) any gender pay gaps that are identified.

What Is the Gender Pay Gap?



The UK gender pay gap in 2016 is **18.1%**, meaning that a woman, on average, earns around **80p for every £1** earned by a man.

The gender pay gap measures the difference between men and women’s average earnings.

Although this gap has fallen over time, progress has been slow and the government has therefore decided to introduce legislation in an attempt to accelerate progress.

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How We Can Help

Contact us to receive a copy of our gender pay gap reporting guidance and discuss how we can support your business in complying with its gender pay gap reporting obligations. We can provide practical support with:

- The best way to carry out a gender pay gap audit, including advice on legal professional privilege
- Collating and analysing your pay data
- Calculating and understanding your gender pay gap
- Developing an action plan to address any issues raised
- Assessing any potential equal pay risks
- Preparing a narrative to accompany your gender pay gap information
- Presenting your findings to your workforce and other stakeholders
- Managing any risk of reputational damage
- Advising how other businesses in your sector are approaching this issue

Recent Experience

- **Global hospitality and leisure sector company** – Advising on how to carry out a gender pay gap audit.
- **Large companies in a variety of different sectors** – Carrying out equal pay audits, as well as advice on how to develop a strategy for minimising litigation risk.
- **Number of companies in unionised environments** – Advising on equal pay litigation and strategies for dealing with equal pay issues.
- **Major financial institutions** – Advising on sensitive high-value sex discrimination/equal value claims.