

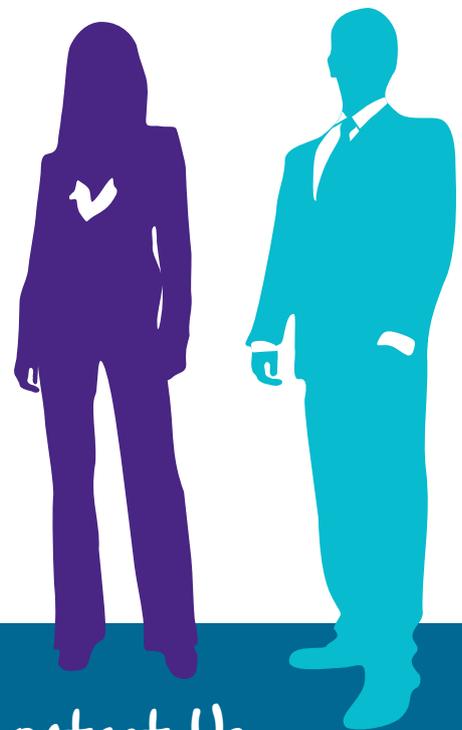


What is It about?

In early 2017, The Equality Act 2010 (Gender Pay Gap Information) Regulations for private and voluntary-sector employers are expected to come into force. They will require all private and voluntary-sector employers with 250 or more employees to publish prescribed information about their gender pay gap results.

The results of the consultation to introduce mandatory gender pay gap reporting for large public sector bodies in England and certain public authorities operating across Great Britain is still to be confirmed, but expected to follow the private and voluntary sector requirements and timescales.

While the intention of equal pay is to ensure that men and women are paid the same for doing the same or similar work, the intention behind gender pay gap reporting is to increase the transparency of differences in pay between men and women in the workforce with the aim of closing the gender pay gap. This means, for example, that situations where there are more women in lower paid roles and more men in higher paid roles will be exposed, thus compelling organisations to look at creating a better structural balance in terms of the gender profile of their workforce. Ultimately, the aim is to help eliminate sexual discrimination in terms of pay and earnings in its broadest sense.



Contact Us

☎ 0207 960 7769

✉ hrsolutions@capita.co.uk

🌐 www.capitahrsolutions.co.uk

🐦 @capitaHRS

What will I need to report?

Subject to the approval of Parliament, the regulations are likely to commence from April 2017, from which point employers will have up to 12 months to publish the following.

- the 'mean gender pay gap' and the 'median gender pay gap' for your organisation;
- the 'mean gender bonus gap' and (as revealed in the latest consultation paper) 'median gender bonus gap';
- the proportion of men who received bonus pay and the proportion of women who received bonus pay in the relevant twelve month period; and
- the numbers of men and women, respectively, working in four notional pay bands (set by reference to quartiles) spanning the organisation's pay range.

Employers will need to publish on a searchable UK website, accessible to employees and the public. The information will have to be signed by a director, or equivalent, to confirm that it is accurate. In addition, employers are expected to be required to send evidence of compliance to a government sponsored website

When will I need to do it?

The latest consultation paper says that the first gender pay reports will have to be published no later than 4 April 2018, based on pay rates as at 5 April 2017 and, in the case of the bonus pay gap, bonuses paid between 6 April 2016 and 5 April 2017.

How Capita HR Solutions can support you?

To meet the statutory reporting requirements, we can offer you two levels of reporting:

1. Reports to enable you to meet the minimum statutory requirement
2. Enhanced reporting which provides an insight to your data, and enables a detailed analysis of your organisation statistics

Although April 2017 may seem to be some distance away, you should start thinking now about how your organisation will manage and communicate about gender pay with employees and the wider public to aid understanding of the figures that have to be published.

To be in a position to do that, you should take early steps to identify whether you have a pay gap and what you are or could be doing about it. Taking an early look at your gender statistics would enable you to do that, so consider running a report early 2017 to give you an early indication of your position.

Why do more than the minimum?

Research has shown that companies benefit from addressing the root cause of their inequities rather than solely addressing the symptoms identified from carrying out the minimum requirements.

As well as helping organisations meet their statutory requirements, our services are designed to help organisations evaluate and challenge their policies, processes and practices and embed a culture of inclusivity. Specifically, we are able to help you:

- Determine appropriate management actions for pay review/calibration meetings and appropriate governance arrangements
- Ensure your reward policies and processes promote inclusivity
- Ensure your wider HR-practices that impact on pay and reward are fully 'diversity proofed' (e.g. recruitment, promotion, performance-related reward and progression etc)
- Develop and deliver training and associated communications to enable you to develop a culture of inclusivity including:
 - Unconscious bias awareness (set in context of the organisational environment)
 - Executive Coaching - Inclusive Leadership

Contact us:

To find out more about how we can support you during times when you need specialist HR support, please contact us:

☎ +44 (0)207 202 0537

☎ +44 (0) 207 960 7769

✉ hrsolutions@capita.co.uk