

HALF-DAY CLINICS

09.00 – 13.00

London 06 November 2019**Leeds** 07 November 2019**£275**

+VAT

EACH COURSE IS LIMITED
TO 20 DELEGATES

Gender pay gap 3?

True measures and remedy

Employers have reported and published their pay gap statistics for the second time and even government employers have made mistakes*. The average pay gap barely changed from last year's figure of 9.7% and, in almost half of employers, the gap widened. Employers may explain their figures with a narrative, that contextualises their data, but only a third have done so.

Cultural bias, societal assumptions and job design all contribute to the gender pay gap. Unless employers fully understand the components of compensation analysis that explains gender pay differences they will not address their pay gap in an enduring way. With an expert pay analyst this briefing covers the stats and calculations you need in order to show the progress your staff, customers and recruitment candidates expect to see.

* Royal Statistical Society



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This course provides a legal and analytical discussion of the pitfalls of broad pay gap calculations and the foundations of a pay analysis that measures true gender pay differences, if they exist.

Who should attend?

In-house employment lawyers, HR professionals and compliance specialists in all industries.

Delegates will gain an insight into:

- current trends in the pay gap reporting: 2018 to 2019
- legal implications of the current pay gap reporting
- collecting data and constructing the analysis for the narrative
- incorporating equity into the fabric of the employee decision-making processes
- identifying employees eligible for a pay raise, and the amounts to provide

Speakers

Shirley Hall

Employment Law Partner

EVERSHEDS
SUTHERLAND

Drawing on her previous experience in local government, Shirley has acted in many complex equal pay claims including in the higher courts and she conducts equal pay audits. She is currently assisting many clients with gender pay gap reporting.

Dr. Paul White

Labor Economist


resolution economics llc

Paul has deep experience in analysis of pay equity and the application of labor statistical methods to employment issues. Paul has consulted on hundreds of pay equity analyses for a wide variety of employers at all stages of the process.



resolution economics llc

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Programme

09.00 registration and coffee, 09.30 start

Gender pay reporting requirements

- overview of current obligations
- trends in 2019 compared to 2018
- evidence of error and misunderstanding
- evasion and EHRC enforcement?

Acting on your pay data

- information needed to make an informed decision
- explaining your gender pay gap
- must an employer make changes?
- equal pay risks: the warning signs

Identifying and measuring differences: gender pay gap or unequal pay?

- what team to assemble
- key policies and data sources
- how to analyse the data
- acting on evidence

Implementing equal pay

- assessing the reasons for pay differences: legacy pay, caring
- action planning: targets and named responsibility
- pay system simplification

Tackling barriers

- monitoring pay patterns to ensure compliance over time: leave rates, performance ratings, part-timers by gender
- promoting flexible working and parental leave to men (as well as women)
- representation data at all levels

13.00 close, followed by lunch