



The issue of equal pay continues to be the 'hot topic' of the moment and has been a prominent news item throughout the start of 2018 - not least because the BBC have found themselves to be the centre of their own news bulletins on this particular issue.

Already we have seen a BBC Overseas Editor, Carrie Gracie, quit her role in China because of the inequality of her pay when compared with her male counterparts in other parts of the world. More recently, it has also been reported that six of the highest paid male BBC presenters have agreed to an undisclosed pay cut in response to the disparity between male and female presenters pay, widely reported at the end of 2017.

This leads us nicely to the requirement for employers to undertake Gender Pay Gap Reporting, which comes into effect in 2018. This affects all employers who have at least 250 employees.

At this stage, all relevant organisations should have a completed Gender Pay Gap Analysis in order to meet the required publication dates.

Key dates are 30<sup>th</sup> March (2018) for all qualifying Public Sector Organisations and 4<sup>th</sup> April (2018) for Private and Voluntary sector Companies

The published data will be measured against a snapshot of results taken on 31<sup>st</sup> March 2017 (Public) and 4<sup>th</sup> April 2017 (Private and Voluntary). There is a requirement for the data to be clearly published on the websites of all qualifying (250+ employees) organisations and also on a specially commissioned Government website.

There are six different calculations that must be carried out on the data and these are:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment & proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups from lowest to highest pay

Employers may choose to include a narrative to explain their figures, but this is not compulsory.

Some Organisations are publishing their data before the deadlines, so we are already beginning to see reports in the news. Expect to see much more media coverage about these figures as we get closer to the publication.