

# Tackling the Gender Pay Gap

Central London | 27 November 2018

10.15 Registration & Morning Refreshments

11.00 Chair's Introduction - Maria Tonks, Diversity and Inclusion Specialist

11.05 Keynote: An Inquiry into Gender Pay Gaps

11.30 Gap Reporting: Duties and regulation

- Legal obligations to report gender pay differences
- Outlining the six measures used for calculating wage gaps
- The implications of publishing reports and repercussions for non-compliance

⇒ *Paula Rhome, Partner, Shoosmiths LLP*

12.15 The implications of the pay gap and how employers can respond

- How pay gaps can lead to mistrust and reduced recruitment and retention
- What employers can do to reduce pay disparity moving forward
- Understanding the reasons for the gap and holding ourselves accountable to make change

⇒ *Sam Smethers, Chief Executive, The Fawcett Society*

13.15 Networking Lunch

14.00 Bridging the gap

- Redesigning your recruitment strategy to attract a diverse pool of applicants
- Developing a sustainable female talent pipeline
- Engaging the whole organisation in the journey towards inclusion
- Building robust procedures which improve gender balance across all levels
- Enabling a culture change to bridge your gender pay gap for the long term

⇒ **Nikki Geaves**, Inclusion and Diversity Lead, Essex County Fire and Rescue Service

⇒ **Debbie Epstein**, Senior Inclusion & Diversity Consultant, Inclusive Employers

15.30 Event Close

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