

Tackling the Gender Pay Gap 2018

Event to be held in Central London | Wednesday 4th July 2018

10.15 **Registration & Morning Refreshments**

11.00 **Chair's Introduction**

11.05 **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 Rome**, *Partner, Shoosmiths*

12.00 **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

⇒ **Joanna Gregson**, *Principal (Legal), EHRC*

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

13.00 **Networking Lunch**

14.45 **Bridging the gap**

- Developing a sustainable female talent pipeline
- Achieving a positive culture of gender equality in an organisation
- Building robust procedures which improve gender balance across all levels
- Enabling culture change to bridge your gender pay gap for the long term

⇒ **Jo Lawton**, *Specialist Inclusive HR Projects, University of Leeds*

15.30 **Event Close**

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