

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 <ul style="list-style-type: none">• 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 <ul style="list-style-type: none">• 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 <ul style="list-style-type: none">• 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
15.30	Event Close

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