

Crunch time for Gender Pay



Will your organisation's gender pay gap figure in year 2 be lower than year 1?



While statistics can be an arbitrary measure of success, the reality is that organisations will be judged according to how much their pay gap figure has reduced.



A significant gender pay gap will also increase your risk profile and increase the chance of an equal pay claim.

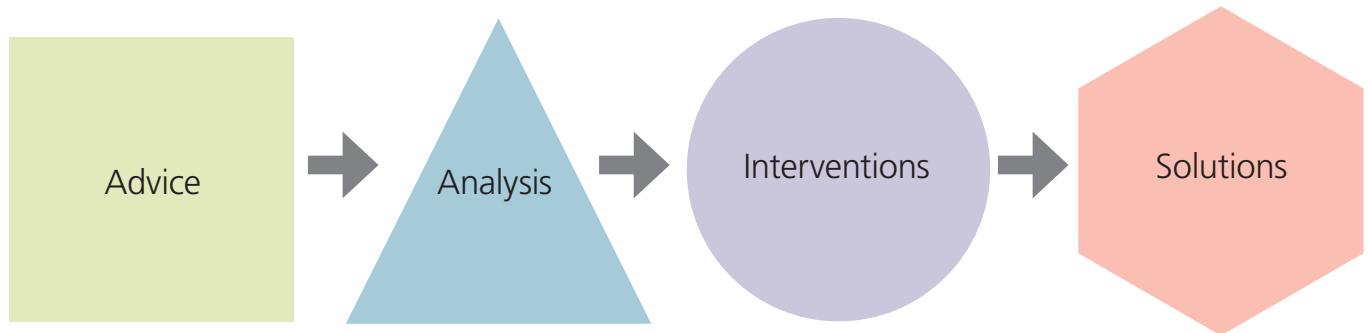


Whatever stage you are at, the CMS employment team can help your organisation with your gender pay gap action plan.

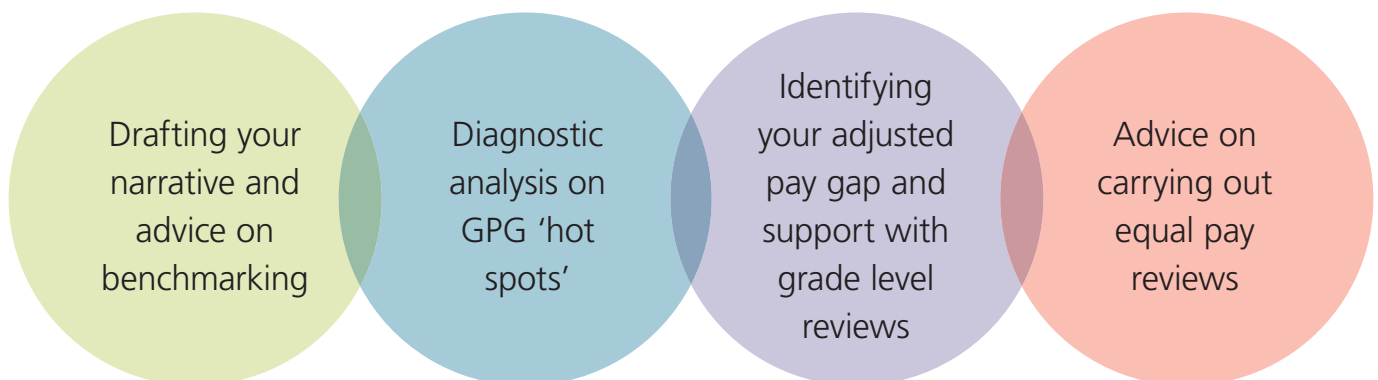


In addition to compliance advice, we offer help with analysing your figures, suggesting targeted interventions and identifying solutions.

Different organisations will want to take different approaches depending on what actions you have already taken, the size of your gender pay gap, and the appetite from your senior leaders for change.



We offer a spectrum of assistance covering



For more information on tackling your gender pay gap please contact **Gillian MacLellan** or **Alison Woods**



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