



**Making sense of your
gender pay gap figures**

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↳ The challenge

Employers with over 250 employees are required to publish their gender pay gap figures using a snapshot of their pay data as at April 2017. Many employers are naturally concerned about:

- The size of their pay gap
- The PR impact of publishing potentially alarming figures

Employers recognise the importance of understanding what is driving their figures and if there are any particular areas where the results may be better or worse. Most have decided to include some commentary text with their mandatory figures, in order to explain what is driving the results and provide some context.

↳ The solution

To help employers, Paydata has developed additional reporting options to facilitate the analysis of your data in more detail.

Presented in a way that enables you to focus on the most prominent issues, the reports allow you to look at gender pay differences through different filtering options:

- Location
- Directorate / division / business/operating unit
- Age range
- Length of service range

Our suite of gender pay reports is designed to help you:

1. **Understand** where in the organisation the gender pay reporting figures differ.
2. **Identify** where the organisation needs to focus its efforts to investigate and resolve issues.
3. **Clarify** what additional information would be useful to publish alongside the mandatory figures.
4. **Decide** what to include in your commentary.
5. **Consider** whether a more detailed equal pay audit is required.

In addition to the free mandatory reports, these reports are available for just £1,025 + VAT, discounted to £895 + VAT if ordered before you send us your data.