

# Pay gap reporting

## Going beyond compliance

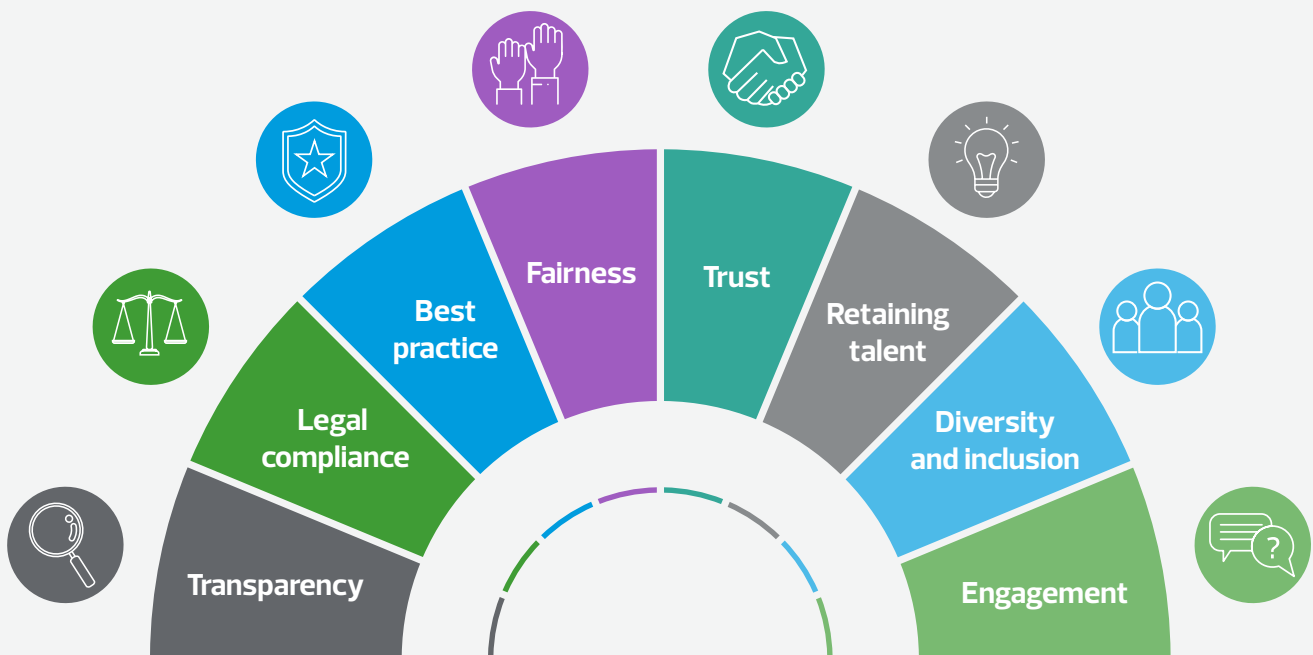


**Regulations require employers with 250 or more relevant employees in an individual entity on a snapshot date each year to publish within 12 months details of their employees' gender pay gap and bonus differentials.**

Increasingly now employers are looking beyond gender and are starting to calculate their ethnicity pay gap figures as an important step towards enabling meaningful action and creating a more diverse, inclusive and fair workforce for all.

## Pay gap reporting

Transparency plays a key part in how companies are run; and the topic of pay is an emotive subject for many. The CIPD (Chartered Institute of Personnel and Development) stated in their April 2019 report on gender pay parity that there were numerous economic benefits to realising gender pay parity.



## Ethnicity pay gap reporting

Whilst companies are not yet obliged to produce this metric many are starting to make these calculations so as to be transparent or provide insight. The government have completed their consultation on this and we await the findings and outcomes from this.

Employers who are already reviewing this now will be able to identify any potential areas that need addressing and inform actions ahead of any necessary legal compliance that comes into effect.

## What are the timescales?



For gender pay gap reporting a snapshot of employees' pay for private and voluntary sector organisations must be taken on 5 April each year and for public sector bodies on 31 March each year.

The gender pay private and voluntary sector reports must be published both on the employer's own website and uploaded to a government website no later than 4 April (normally) for the private sector and voluntary sectors, and 30 March (normally) for the public sector each year. The data must remain on the employer's website for three years.

Companies could take the positive step of calculating their ethnicity pay gap at the same time.

## How can RSM help?

RSM's People Advisory Services team can help organisations undertake this important regulatory requirement and go beyond statutory compliance where clients wish to take meaningful action.

## Our services include:



### Calculations and narrative

RSM will work with you to collate your data on the required snapshot date to:

- provide the calculations in a template to support your results and to demonstrate accuracy of data;
- we can support the drafting of the voluntary narrative; and
- we can also ensure you receive an annual reminder.

### Consultancy



RSM can review and analyse your results to create supporting action plans which may include:

- a review of current remuneration schemes across your organisation;
- identify the areas of risk and exposure; and
- formulate a communications plan.

## For further information, please contact:

### Steve Sweetlove

Partner

M: +44 (0)20 3201 8519

E: [steve.sweetlove@rsmuk.com](mailto:steve.sweetlove@rsmuk.com)

### Kerri Constable

Associate Director

T: +44 (0)7823 531 055

E: [kerri.constable@rsmuk.com](mailto:kerri.constable@rsmuk.com)

## rsmuk.com

The UK group of companies and LLPs trading as RSM is a member of the RSM network. RSM is the trading name used by the members of the RSM network. Each member of the RSM network is an independent accounting and consulting firm each of which practises in its own right. The RSM network is not itself a separate legal entity of any description in any jurisdiction. The RSM network is administered by RSM International Limited, a company registered in England and Wales (company number 4040598) whose registered office is at 50 Cannon Street, London EC4N 6JJ. The brand and trademark RSM and other intellectual property rights used by members of the network are owned by RSM International Association, an association governed by article 60 et seq of the Civil Code of Switzerland whose seat is in Zug.

RSM UK Corporate Finance LLP, RSM UK Restructuring Advisory LLP, RSM UK Risk Assurance Services LLP, RSM UK Tax and Advisory Services LLP, RSM UK Audit LLP, RSM UK Consulting LLP, RSM Northern Ireland (UK) Limited and RSM UK Tax and Accounting Limited are not authorised under the Financial Services and Markets Act 2000 but we are able in certain circumstances to offer a limited range of investment services because we are licensed by the Institute of Chartered Accountants in England and Wales. We can provide these investment services if they are an incidental part of the professional services we have been engaged to provide. RSM UK Legal LLP is authorised and regulated by the Solicitors Regulation Authority, reference number 626317, to undertake reserved and non-reserved legal activities. It is not authorised under the Financial Services and Markets Act 2000 but is able in certain circumstances to offer a limited range of investment services because it is authorised and regulated by the Solicitors Regulation Authority and may provide investment services if they are an incidental part of the professional services that it has been engaged to provide. Whilst every effort has been made to ensure accuracy, information contained in this communication may not be comprehensive and recipients should not act upon it without seeking professional advice.