

Top 10 Myths: Gender Pay Gap Reporting



Government
Equalities Office

MYTH: We did an equal pay audit a while ago so we're fine

FACT: Equal Pay deals with comparing one job with another – the gender pay gap is about the difference in gender pay across a whole organisation.

MYTH: I only have a few female employees, I won't make a difference

FACT: Every employee matters. And, chances are you might be in a business where women are underrepresented and you're losing out on a massive talent pool.

MYTH: There's not much of a gender pay gap these days is there?

FACT: Over time, things have improved but there is more to do – for example the Office for National Statistics has revealed that male financial managers and directors still earn 32.4% more than women in the same occupation.

MYTH: It's always women who receive less money than men

FACT: Whilst it's often the case that on average women earn less money than men in many workplaces, sometimes it can be men – pay gap reporting can help here too.

MYTH: It's going to cost lots of money to get rid of my gender pay gap

FACT: Many changes involve addressing attitudes and practices rather than your bank balance – and some will save you money whilst improving staff retention.

MYTH: Does this mean I can't reward talented staff for hard work any more?

FACT: Things like qualifications, outstanding achievements and a certain amount of relevant experience may be proper business reasons to reward people – but an employee's gender isn't one of them.

MYTH: These figures are just going to embarrass me

FACT: You're probably more worried than you need to be. The important thing is to develop an action plan informed by the facts and provide a narrative, then post it.

MYTH: I need to be a maths genius to understand this stuff

FACT: There's a bit to learn up front, but it really is about gathering your information and carrying out basic calculations using standard computer software – you might even have payroll software (or an amazing stats-loving employee) to help.

MYTH: There's no business advantage to this at all

FACT: Global consultancy McKinsey estimates that bridging the UK gender gap in work has the potential to create an extra £150 billion on top of 2025 business-as-usual GDP forecasts.

MYTH: This is a lot of extra work – we already have an equality action plan

FACT: If you have an equality plan or similar, that's great – build gender pay actions into it, but just remember to have the calculations clearly published on your website.

You can learn more about Gender Pay Reporting by visiting

www.acas.org.uk/genderpay