

Equal Pay



The principles of equal pay: equal pay legislation is based upon the fundamental principle that men and women should receive equal pay for equal work. **Equal Pay** is an area attracting considerable media interest, and so can present substantial reputational risk in addition to potential legal challenges.

Key risk areas

Equal work: Anyone employed under a contract personally to do work is entitled to contractual terms that are as favourable as those of a comparator in the "same employment" of the other gender, if they are employed on "equal work" (which can be like work, work rated as equivalent or work of equal value).

Discrimination: As well as equal pay claims based on sex, unlawful differential treatment in pay can occur in relation to other protected characteristics such as race, sexual orientation or social mobility for example, leading to discrimination claims.



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How Deloitte Legal can help

Ongoing compliance:

- Undertaking periodic reviews to assess whether systems are working appropriately and general compliance with Equal Pay

Mitigating risk:

- Helping develop strategy to address concerns to mitigate future risk

Knowledge bank:

- Support with broader employment matters such as Gender Pay and broader Diversity and Inclusion aspects such as Ethnicity, Disability and Sexuality.

Comms:

- Supporting with internal and external comms to manage reputational risk

Training:

- Training sessions at all levels from Board downwards to deliver awareness and understanding of Equal Pay issues

Understand & Identify:

- Discussions with key stakeholders and reviewing contracts, policies, pay elements, systems and processes to identify areas of Equal Pay risk, support by audits/reviews as required

Multidisciplinary approach:

- Working to fully understand pay and role structures
- Using market leading data analytics tools to identify areas of potential risk and undertaking detailed analysis
- Formulating business case and justification





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