

Gender Pay Gap Reporting

VALUE BEYOND COMPLIANCE

The reality for many UK companies is that measuring and reporting on the Gender Pay Gap (GPG) is not a simple process. The level of detail and scrutiny required of every element of pay across the entire workforce can be confusing, difficult and time consuming, particularly when you already have a myriad of important responsibilities to deal with day to day.

HOW PATHLIGHT CAN HELP

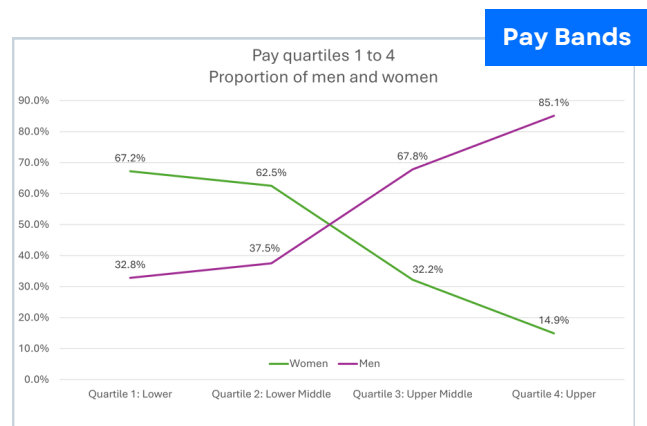
PathLight works with employers to fulfil their GPG reporting obligations.

We provide a compliance reporting service that ensures you meet your GPG reporting disclosure requirements. If you want to take things further, we will work with you to address the root causes of your gender pay gap, supporting you to develop effective initiatives that address the imbalance as part of a broader change and transformation project.

ENSURING GPG REPORTING COMPLIANCE

Quite simply, we manage the process and do the heavy lifting for you, giving you peace of mind that your compliance obligations are met with minimal impact on your day-to-day workload. PathLight will manage, organise and analyse the data to ensure legal compliance.

We'll pinpoint the data required, structure it and present the calculations, as well as provide advice and input on the accompanying narrative so you can submit your report within the deadline.



APPLY GPG REPORTING FOR CHANGE

In the workplace of today, a strong commitment to gender equality can elevate your standing in the market with customers, investors, and importantly, existing and prospective employees who place increasing value on ethical and inclusive business practices.

PathLight can help you uncover systemic gender imbalances in hiring, promotions, pay practices, and representation. We'll reveal the true picture and root causes of the pay disparity, give recommendations where we believe further action needs to be taken, and provide interventions that address the structural imbalances and areas of inequality.

REPORTING REQUIREMENTS

The UK Gender Pay Gap (GPG) reporting requirement mandates that UK organisations with **250 or more employees** publish annual data on their gender pay gap.

1. Mean and Median Pay Gaps
2. Bonus Pay Gap
3. Proportion of Men and Women Receiving Bonuses
4. Quartile Pay Bands

Pay Gap Reporting

PREPARING FOR THE FUTURE WITH PATHLIGHT

In the UK, it's likely that pay gap reporting will expand beyond Gender to other marginalised groups, with government plans for ethnicity and disability pay gap reporting. Whilst Gender pay gap reporting can be difficult, reporting on other areas is inherently more complex, involving challenges like addressing the data void, collecting sensitive protected information, navigating privacy regulations and grouping and structuring the data for effective analysis.

SETTING YOU UP FOR SUCCESS

PathLight can help you get ahead of the curve by proactively addressing pay gaps before reporting becomes mandatory. We will help you establish the right processes and procedures, whilst building trust and engagement with employees, giving validation on your journey to fairness and equity.

HOW WE CAN HELP

Our analysis can be applied across your workforce, within specific business units, or to compare subsets such as employment types (e.g., part-time roles) or multiple diverse groups, ensuring a comprehensive view of pay equity.



Build robust datasets

We will support you in developing data collection processes and strategies that improve data accuracy by building employee engagement and trust. This is a critical component to ensure the collection of meaningful, reliable, and statistically relevant results, while safeguarding employee confidentiality.



Preparing the data

It is vital to structure data correctly at the outset and we can advise on how to group and classify data effectively. Without this structure, you won't be able to analyse pay disparities at both a macro and granular level, and compare the right groups to identify relevant patterns from the analysis.



Reporting the true picture

This is where data preparation pays dividends. The right data structure gives us the ability to provide pay gap reports that compare broad groups, then delve down into specific categories. If the datasets need to evolve, we can utilise analysis techniques to address data gaps and estimate potential disparities with statistical reliability.



Acting on the results

Effective pay gap reporting is more than identifying disparities, it's about taking proportionate, actionable steps to address problem areas. So with the data structure defined, and the pay gap reporting in place, we apply our expertise to identify patterns, pinpoint the barriers and provide intervention recommendations.

Harness PathLight's Pay Gap Reporting expertise to propel you towards fairness and parity in the workplace.

