

Gender Pay Gap

– From Evidence to Action

Collecting and publishing gender pay gap information is only the start of tackling gender inequality in your housing association. Tai Pawb's exciting member-only gender pay gap workshop programme, led by an expert in the field, will help you use your

organisation's employment and pay data to understand what is driving gender pay gaps, and discuss the long-term changes needed to prevent pay disparities being reproduced in each generation.

OUR GENDER PAY GAP PACKAGE

- Three half day virtual workshop programme, led by Dr. Alison Parken, to consider pay gap drivers, collect and analyse evidence and to design solutions.
- Designed to bring 3 housing associations together, each bringing 2 or 3 staff members including, for example, HR Director, workforce planning, workforce analyst, operations director and service head.
- Leave with an improved knowledge of how to analyse gender pay gap data, a completed pay gap analysis, better understanding of the causes of your gender pay gap and a clear plan to effect change in your organisation.
- Specific to housing associations to address your sectoral needs.



OVER THE THREE SESSIONS

- Expert input on causes of gender pay gaps, evidence from studies into employment and pay analyses and examples of change actions underway.
- Sharing and facilitated discussion of high level non-disclosive data and patterns between housing associations
- Training on setting up pay analysis
- Discussion and interpretation of your organisation's pay analysis data
- Facilitated discussion of solutions and design actions to achieve change.

In between workshops 2 and 3, participating housing associations will collate their pay analysis in preparation for analysis during the third workshop. The package includes a personal 1 hour telephone clinic with Alison for each RSL to be held up to 3 months after the workshops for further advice on implementing actions.

EXPERT SUPPORT

Dr. Alison Parken FRSA, OBE, is Honorary Senior Research Fellow at Cardiff University, and freelance policy and research consultant. Her research interests include the pay gaps, equal pay, the gendering of labour markets and employment, and mainstreaming equality within social and economic policy and organisations. Alison has provided research and advice to agencies including the Equality and Human Rights Commission, Welsh Government, Government Equalities Office UK, and the European Institute of Gender Equality. She was Programme Director for the 'Women Adding Value to the Economy (WAVE)' programme at Cardiff University, and is a Co-Investigator for the GW4 Pay Equality Research Consortium.

OTHER SUPPORT FROM TAI PAWB

Tai Pawb offers a range of training courses to support your work on addressing the gender pay gap, including Unconscious Bias, Equality Impact Assessments and Diversity Champions. We can also develop bespoke courses to meet your specific needs.

Tai Pawb members receive bi-monthly policy updates from Tai Pawb and can access a range of resources on our website and free helpline advice to support you in your work to monitor and address gender pay gaps. In addition, Tai Pawb members can advertise jobs for free on our website, to help you reach a more diverse audience.

