

The Human Capital Specialists

Women in Payments

The Gender Pay Gap & The Art of Negotiation



The Pay Index

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Key summary notes from the event:

- Leathwaite partnered with Women in Payments to host an event focusing on 'The Gender Pay Gap and Art of Negotiation'. A topical and emotive subject, but with the introduction of the Women in Finance Charter, Gender Pay reporting and #me too more open discussions are taking place.
- Leathwaite's recently launched online compensation tool '[The Pay Index](#)' enabled us to frame the discussion with some interesting pay data. Whilst there appears to be a decrease in the gender pay gap, from before organisations were forced to publish the results, it still requires a lot of work - especially within the UK.
- Results from a pre-event survey show that of the attendees 72% felt they were paid differently to their male colleagues, however only 16% have spoken out about it within their organisations.
- So, whilst acknowledging there is a problem, the focus of the evening was on how we equip women with the tools to address this. There is no overnight fix, but with the right approach and knowing how to challenge the status quo, we can move the dial.
- A common consensus in the room is that we need to be coaching women earlier in their career to approach the difficult conversations. Subjects such as, how maternity leave may affect progression and salary level, how flexible working would be perceived upon returning, as well as approaching a manager with concerns over the salary need to be addressed with comfort. Coaching women both within the workplace and even prior to joining the workforce is key. We need to teach our women to be brave not perfect ([View the TED talk on this topic here](#)).
- The evening was a real success sparking lots of entertaining debate. We absolutely need our male counterparts to come on the journey with us and whilst we appreciate this will not be a quick fix, we are getting there.....



WOMEN IN
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