



KPMG's pay gap analytics technology

Comply, Understand and Take Action

July 2020
kpmg.com/uk



Understand your pay gaps better

Compliance is just the starting point

Employers have been living with Gender Pay Gap reporting for a number of years. For most companies, compliance with the Gender Pay Gap regulations is now simply part of their annual reward cycle, albeit a time consuming one.

However, compliance with the regulations is just a starting point. Some organisations are collecting this valuable data and then failing to utilise it to its full potential.

KPMG's pay reporting dashboard can not only help you streamline the calculations process to make compliance easier, but also help your business get the most value from the data which you are collating for pay reporting purposes. This will enable your business to understand what lies behind the reportable pay gap numbers and use that data to inform your decisions and action planning relating to both reward and diversity and inclusion.

Not only does the dashboard allow you to explore your gender pay gap data, but it can also be used for other equality metrics such as ethnicity, disability and socio-economic background.

To determine if you could be getting more from your pay reporting, you should ask your business:

1. Does your analysis allow you to understand or address the causes of your pay gaps?
2. Do you understand what impact individual pay and bonus components have on your figures and which populations they affect?
3. Are you using your data to inform your reward, recruiting, promotion and culture decisions to drive change in your organisation?
4. Does your analysis provide you with enough insight to do this?
5. Is your pay reporting output accessible and easy to digest for key stakeholders?

KPMG's pay reporting dashboard helps you to go beyond the numbers

Dynamic, clear and easy to use

The dashboard is dynamic and displays your pay gaps and enhanced analysis in a clear interactive graphic manner using a series of customisable displays.

Easy to access

The dashboard is accessed via our secure online Insights portal and can be securely accessed from any device anywhere.

You decide who is granted access rights to ensure confidentiality and appropriate use.

Action planning

By helping you to understand some of the driving factors underlying your pay gaps, our dashboard enables you to more effectively action plan how to address pay gaps.

This can help to feed into your reward, recruitment, promotion and culture planning as well as your organisation's diversity and inclusion planning.

Customised for your business

Our dashboard gives you control to dig deeper into your data and to more fully understand your pay gaps.

It allows you to analyse data for particular parts of your workforce. For example you can look at data relating to matters such as business unit, grade or location in isolation, include or exclude pay or bonus elements and filter your employee population to see the interaction with wider diversity issues, such as length of service or age.

Going beyond gender pay gaps

The dashboard can be adapted to provide pay gap reporting in respect of different equality measures as well as gender.

Depending on your HR data, this could include ethnicity, disability, socio-economic background and sexual orientation.

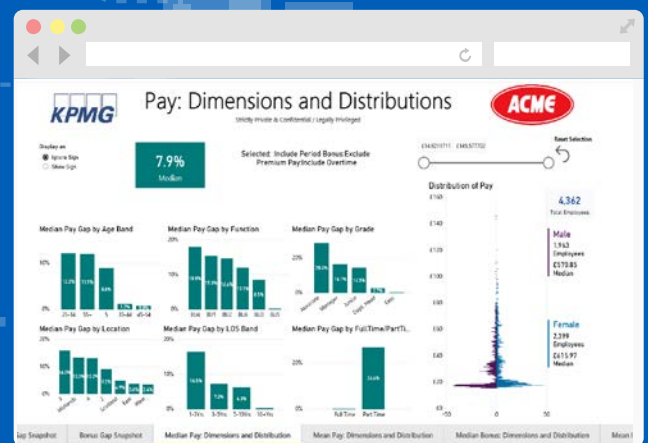
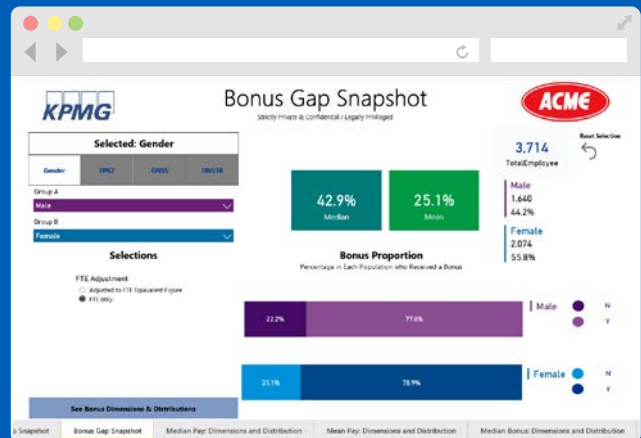
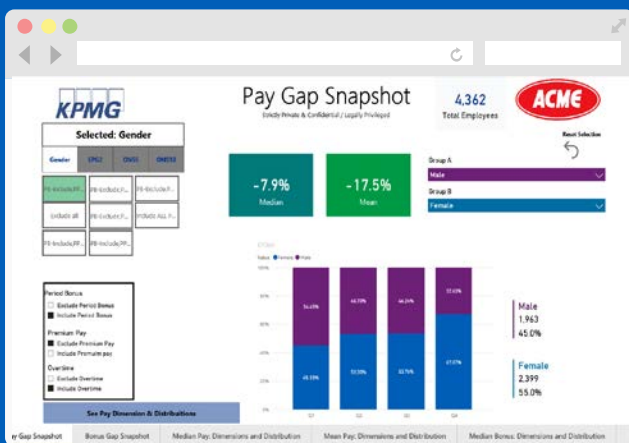
Modelling the future

If you have changes planned in your business, such as removing certain pay elements or restructuring your employee population, our dashboard can be used to help model the potential future impact on your gender pay gap.



KPMG's pay gap reporting dashboard

We set out below some sample views of our interactive dashboards demonstrating the clear layout and customisation that can be applied to meet the needs of your business.



Get the most out of KPMG's pay reporting dashboard

✔ **Comply** with mandatory gender pay gap reporting and produce pay gap reports based on other factors such as ethnicity, socio-economic background, sexual orientation, or disability

✔ **Understand** your pay gaps in greater detail by focusing on the issues which impact your business

✔ **Take action** to prepare a strategy to address pay gaps which is tailored to your workforce



Why KPMG?



Experience

Our experienced multi-disciplinary team of payroll, reward, and legal specialists, have advised many high-profile UK businesses to help them understand, and respond to their gender pay gap as well as providing support on ethnicity and disability pay gaps and CEO pay ratio reporting.



Technology

Our technology gives you control to dig deeper into your data and to more fully understand your pay gaps.

We can create a tailored dashboard which allows you to analyse data for particular parts of your business or workforce. For example you can look at data relating to matters such as business unit, grade or location in isolation, include or exclude pay or bonus elements and filter your employee population to see the interaction with wider diversity issues, such as length of service or age.



Insights

Contact us now to understand the impact of gender and other diversity pay gap reporting on your business and diversity agenda.



Legal Advice Privilege

In appropriate circumstances our advice can be provided under legal advice privilege to allow you to look at your data and strategy in a protected way.

Contact us



Donna Sharp

Director, Solicitor
KPMG in the UK

T: +44 20 76945311

E: donna.sharp@kpmg.co.uk



Matthew Hunnybun

Partner
KPMG in the UK

T: +44 113 2313204

E: matthew.hunnybun@kpmg.co.uk

The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavor to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

© 2020 KPMG LLP, a UK limited liability partnership and a member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity. All rights reserved.

KPMG LLP is a multi-disciplinary practice authorised and regulated by the Solicitors Regulation Authority (SRA ID: 615423). For full details of our professional regulation please refer to 'Regulatory information' under 'About' at www.kpmg.com/uk

The KPMG name and logo are registered trademarks or trademarks of KPMG International.

CREATE: CRT123254B