

# Pay Gap Reporting

**Beyond the numbers. Into decisions.**

Pay gap reporting that leaders can explain, defend, and act on.

## The Challenges HR Face with Pay Gap Reporting

Pay gap reporting is no longer just a compliance exercise. HR teams are expected to answer tough questions, often without the insight needed to explain the organisation's position or drive change.



### **Numbers without context**

HR cannot clearly explain what is driving the gap, or whether the results indicate genuine risk.



### **No meaningful benchmarks**

Without peer or sector comparison, it is difficult to judge what good looks like or how exposed the organisation really is.



### **Outputs with no clear next steps**

Reporting meets requirements, but gives little guidance on where to focus or what to do next.

# What Makes Innecto Pay Gap Reporting Different

Innecto pay gap reporting is built to answer the questions **HR and leaders actually face**:

**What Is Driving Our Pay Gap?**

**Where Is There Genuine Risk?**

**What Needs Action Now, and What Doesn't?**

We go beyond calculation to provide context, interpretation, and narrative, turning pay gap reporting into a practical input to decision-making rather than a reporting exercise.

## What Innecto Pay Gap Reporting Delivers

- Clean, validated pay data
- Reporting across protected characteristics for statutory submission, including gender, ethnicity and disability
- Diagnosis of what is driving pay gaps and potential risk areas
- External sector and national benchmarking
- Identification of priority areas for action
- Board-ready reporting and visuals

## Which Means HR Can

**Explain:** Understand both the numbers and what's driving them.

**Defend:** Respond confidently to scrutiny from Boards, employees, and regulators.

**Act:** Focus your attention and effort on the issues that genuinely matter.

## Are You Ready for Your 2026 Pay Gap Reporting?

Get clarity on what's driving your gap before questions start coming.

Scan to explore how Innecto Pay Gap Reporting can support your 2026 reporting.

