



## European network of legal experts in gender equality and non-discrimination

### NEWS REPORT

<b>Country:</b>	United Kingdom
<b>Title:</b>	Gender Pay Gap Reporting
<b>Date:</b>	18 April 2017
<b>Expert:</b>	Grace James
<b><u>Context</u></b>	
<b>Issue at stake:</b>	Gender pay gap
<b>Ground of discrimination:</b>	Sex
<b>Source:</b>	Legislation
<b>Field:</b>	Equal pay
<b>Applicable law:</b>	The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

**Content:** The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into force in the UK on 6 April 2017. It applies to employers with 250 or more employees on the 'snapshot' date of 5 April. Affected employers must now annually publish certain information about gender pay gaps:

1. The difference in mean and median hourly rate of pay for male and female employees;
2. The difference between the mean and median bonuses paid to male and female employees over the 12 month period ending 5<sup>th</sup> April, and the proportion of male and female employees receiving a bonus in that period and;
3. The proportions of male and female employees in each of the four pay quartiles of the employer's overall pay distribution.

Employers *may* (but are not obliged to) also publish a narrative explaining any pay gaps/disparities and any action / plans they have to address them.

The legislation is supported by guidance from ACAS (Advisory, Conciliation and Arbitration Service).

**Key points of analysis:** The Office for National Statistics in the UK reported a gender pay gap (based on men's and women's median gross hourly rate) of 18.1% in 2016. Having announced in 2015 an intention to 'end the gender pay gap in a generation' this legislation is a key part of the Government's strategy to achieve this.

#### **Internet link source:**

<http://www.legislation.gov.uk/ukdsi/2017/9780111152010>

And see ACAS guidance at: <http://www.acas.org.uk/index.aspx?articleid=5768>

Further information

The Women and Equalities Select Committee Inquiry Report is available at

<https://www.publications.parliament.uk/pa/cm201516/cmselect/cmwomeq/584/584.pdf>

The Government's response is available at

<https://www.publications.parliament.uk/pa/cm201617/cmselect/cmwomeq/963/96302.htm>