

# #99 HR Newsletter

## Jan 2017: Gender Pay Gap Reporting

### Reporting on pay differences by Gender

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for private and voluntary-sector employers, will come into force on 6th April 2017.

The Regulations require all private sector organisations with at least **250** employees to publish details of their gender pay gap, based on a snapshot of pay data as at 5<sup>th</sup> April 2017. Data will need to be published no later than 4<sup>th</sup> April 2018, with employers being required to publish their pay gap figures annually thereafter.

This will include not only the **private-sector but voluntary and public-sector organisations** who also employ 250 or more. The Regulations extend not only to basic pay but also require employers to take steps to calculate and publish details of bonus pay gaps.

There are an additional three areas to report on;

- Gender bonus gap
- Proportion of men and women receiving a bonus
- Proportion of men and women working at each quartile of the organisation's pay distribution

For organisations who already employ more than 250 employees now it makes sense to ensure that your HR data platforms are structured in a way that they can store, sort and extract data in all the prescribed formats as this data reporting/publishing will now become an ongoing feature of HR life.

There is no current information to indicate if the pay reporting requirement will trickle down to smaller employers in the future.