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Closing the Gender Pay Gap

Responding to this Government consultation

Before completing this form, please refer to the Government consultation on closing the gender pay gap that provides background detail to all of the questions:

<https://www.gov.uk/government/consultations/closing-the-gender-pay-gap>

Depending on your views and experiences, it is estimated that this survey will take approximately 10-15 minutes to complete.

The closing date for responses is **6 September 2015**.  Responses received after this date will not be considered.

**Disclosure of responses**

Information provided in response to this consultation, including personal information, may be subject to publication or disclosure in accordance with the access to information regimes (these are primarily the Freedom of Information Act 2000 [FOIA], the Data Protection Act 1998 [DPA] and the Environmental Information Regulations 2004.

The Government may publish responses received from organisations.  If you want other information that you provide to be treated as confidential, please be aware that, under the FOIA, there is a statutory code of practice with which public authorities must comply and which deals, among other things, with obligations of confidence.  In view of this it would be helpful if you could explain to us why you regard the information you have provided as confidential.  If we receive a request for disclosure of the information we will take full account of your explanation but we cannot give an assurance that confidentiality can be maintained in all circumstances.  An automatic confidentiality disclaimer generated by your IT system will not, of itself, be regarded as binding on the department.  The Department will process your personal data in accordance with the DPA and in the majority of circumstances this will mean that your personal data will not be disclosed to third parties.

**YOUR DETAILS**

**Please complete the following:**

|  |  |
| --- | --- |
| Name |  |
| Address |  |
| Address 2 |  |
| City |  |
| Postal Code |  |
| Country |  |
| Email address |  |
| Contact number |  |

**Are you completing this consultation as an (tick one):**

|  |  |
| --- | --- |
| Individual |  |
| Organisation |  |

**If you are responding on behalf of an organisation, please complete the following:**

|  |  |
| --- | --- |
| Company name |  |
| Company address |  |
| Address 2 |  |
| City |  |
| Postcode |  |
| Country |  |
| Email |  |
| Contact number |  |
| Number of staff in company |  |

**Please select what type of company it is (tick one):**

|  |  |
| --- | --- |
| Business representative organisation/ trade body |  |
| Charity or Social Enterprise |  |
| Business |  |
| Legal representative |  |
| Local Government |  |
| Professional body |  |
| Public Sector |  |
| Trade Union or Staff Association |  |
| Other, please specify |  |

**YOUR RESPONSES**

**Q1: Publication of gender pay information will encourage employers to take actions that will help close the pay gap. Do you:**

* Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree

**Do you want to provide any further comment in relation to your answer above (Q1)?**

**Q2: Transparency on gender pay will have an impact on (tick as appropriate):**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree | Disagree | Neither Agree nor Disagree | Agree | Strongly Agree | Don't know |
| Encouraging girls and women to consider working in a wider variety of occupations and sectors |  |  |  |  |  |  |
| Encouraging employers to develop their female talent |  |  |  |  |  |  |
| Encouraging employees to take up flexible working or shared parental leave |  |  |  |  |  |  |
| Encouraging employers to support flexible working or shared parental leave |  |  |  |  |  |  |
| Encouraging employers to adopt good practice on how to manage/support a multigenerational workforce |  |  |  |  |  |  |
| Helping those who have a stake in the organisation such as investors, shareholders and clients |  |  |  |  |  |  |
| Helping employers to address equal pay in their organisation |  |  |  |  |  |  |

**Q3: Employees or other interested parties (e.g. shareholders) may want to gauge how an employer's gender pay gap compares with similar organisations. How important do you think comparability is (tick one)?**

* Not at all important
* Very unimportant
* Somewhat unimportant
* Somewhat important
* Very important
* Extremely important
* Don't know

**Do you want to provide any further comment in relation to your answer above (Q3)?**

**Q4: Do you think the regulations should specify where the employer publishes their gender pay gap information - for example, a prominent place on their public website?**

* Yes
* No
* Don't know

**Q5: Which of the following measures showing the difference in the pay of male and female employees are you currently able to calculate from existing data and systems?**

|  |  |
| --- | --- |
|  | Tick all that apply |
| An overall gender pay gap figure |  |
| Gender pay gap figures broken down by full-time and part-time employees |  |
| Gender pay gap broken down by grade or job type |  |
| None of the above |  |

**Q6: Do you think that any additional narrative information published by employers should be:**

|  |  |
| --- | --- |
|  | Tick one |
| Voluntary and not set out within the regulations or non-statutory guidance |  |
| Voluntary, not set out within the regulations, but set out in the non-statutory guidance |  |
| Set out within the regulations |  |
| Other, please specify |  |

**Q7: How often do you think employers should report gender pay gap information?**

|  |  |
| --- | --- |
|  | Tick one |
| Every year |  |
| Every 2 years |  |
| Every 3 years |  |
| Other |  |

**If you responded ‘other’ to Q7, please specify how often employers should report gender pay gap information below:**

**Q8: What is your assessment of the costs of conducting gender pay analysis and publishing results?**

|  |  |  |
| --- | --- | --- |
|  | **Actual Costs (£)** | **Estimated Costs (£)** |
| **Infrastructure (e.g. software)** |  |  |
| **Training requirements** |  |  |
| **Publication** |  |  |
| **Other, please specify** |  |  |
| **Total** |  |  |

**Q9: What is actual / estimated time taken by the lead person assigned to the activity of analysing and publishing a gender pay gap estimate?**

|  |  |  |
| --- | --- | --- |
|  | **Actual Costs (£)** | **Estimated Costs (£)** |
| **Number of hours** |  |  |

**Q10: Private and voluntary sector employers in Great Britain with at least 250 employees may fall within the scope of the proposed regulations. Do you think this threshold is appropriate?**

* Yes
* No
* Don't know

**If you said ‘no’ to Q10, do you wish to provide any further comment below?**

**Q11: The cut off period for any calculation of the gender pay gap will need to be specified in the regulations. Which of the following do you consider preferable (tick one)?**

* 1 January
* 6 April
* 1 October
* The year-end date for each organisation
* No preference
* Other

**If you said ‘other’ to Q11, please specify which date you would prefer and why below:**

**Q12: The Government is considering a number of actions to help support employers implement the proposed regulations. How helpful do you think the following measures would be?**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Very unhelpful | Not very helpful | Neither helpful or unhelpful | Somewhat helpful | Very helpful | Don't know |
| Helping employers to understand the new regulations e.g. through workshops and seminars |  |  |  |  |  |  |
| Helping employers to calculate their organisation's gender pay gap e.g. through access to software |  |  |  |  |  |  |
| Helping emplyers with other types of supporting analysis e.g. analysis of representation of women at different levels within the workforce |  |  |  |  |  |  |
| Helping employers to address he issues identified by a pay gap analysis |  |  |  |  |  |  |
| Other, please specify |  |  |  |  |  |  |

**Q13: Do you think there are alternative ways to increase transparency on gender pay that would limit the cost for employers, for example reporting to the Government via the existing PAYE system?**

* Yes
* No
* Don't know

**If you said ‘yes’ to Q13, what alternative(s) would you suggest?**

**Q14: Do you think that introducing civil enforcement procedures would help ensure compliance with the proposed regulations?**

* Yes
* No
* Don't know

**Q15: What, if any, do you consider to be the risks or unintended consequences of implementing section 78?**

**Q16: Do you consider there are any risks or unintended consequences that warrant dropping or modifying the implementation of section 78?**

* Yes
* No

**If you said ‘yes’ to Q16, please explain why you think this is:**

**Q17: How do you think the Government can most effectively encourage young girls to consider the broadest range of careers?**

**Q18: How do you think the Government can work with business to support women to return to work and progress in their career after having children?**

**Q19: How do you think the Government can make sure that older women are able to fulfill their career potential?**

**Thank you for your time in completing this consultation.**

**You may email or post your completed response as follows:**

**By email:** [GenderPayGapConsultation@geo.gov.uk](mailto:GenderPayGapConsultation@geo.gov.uk)

**By post:**

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