



Gender Pay Gap Reporting

From March 2017, all public sector employers with 250 or more employees are legally obliged to publish details regarding the gender pay gap and gender bonus gap using a range of statutory calculations. The first year of reporting for employers will be 2018.

All relevant employers are required to publish data relating to pay and bonuses over a 12-month period ending on the 'snapshot date' of 31 March. In the case of independent schools, the annual snapshot date is 5 April. Employers have 12 months from the annual snapshot date in which to publish pay information.

The Scottish Government has already said it will require all public authorities with more than 20 employees to publish their pay gap every two years and an equal pay statement every four years. The NASUWT welcomes this.

The introduction of the statutory requirement for gender pay gap reporting has been heavily influenced by the NASUWT as the Union has highlighted widening pay inequality across the teaching profession between women and men.

The NASUWT continues to campaign to extend the requirement for gender pay gap reporting to all employers, and to ensure that such reporting also includes the use of non-pay benefits by employers to incentivise and reward staff. The NASUWT is also campaigning for the duty on pay equalities reporting to be extended to include other protected characteristics.

The statutory reporting requirement means that it will be possible to benchmark employers in terms of their commitment to securing gender pay equality.

The requirements for gender pay gap reporting are overleaf.

The data which must be published

Employers are required to publish the following data:

- the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees ('the mean gender pay gap');
- the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees ('the median gender pay gap');
- the difference between the mean bonus pay paid to male relevant employees and that of female relevant employees ('the mean gender bonus gap');
- the difference between the median bonus pay paid to male relevant employees and that of female relevant employees ('the median gender bonus gap');
- the proportion of men and women in each quartile of the employer's pay structure.

Definition of 'employee'

The Regulations use a broad definition of 'employee' which includes not just full-time and part-time equivalents, but also agency workers and some categories of self-employed worker (i.e. those engaged as consultants and/or independent contractors).

Reporting the gender pay data

Employers must produce a written statement to accompany the results of their gender pay gap analysis within one year of the relevant snapshot date (i.e. before 31 March of the following calendar year). This must confirm that the results have been verified as being accurate before being signed off by an 'appropriate person'.¹

This must also be published on the school/college website and the Government's website.²

Guidance from ACAS recommends that employers should provide an accompanying narrative or commentary to help explain their data.

Employers should also explain what actions they will take to address any gender pay gaps.

The NASUWT would expect to be consulted by employers before action plans are agreed.

¹ The 'appropriate person' will depend on the type of school/college and the nature of the arrangements governing the school/college.

² This should be published on an area of the school/college website where you would 'reasonably' expect to find it. This must be maintained for a minimum of three years.



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