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Uk gender pay gap reporting deadline

27.03.2020 Next week the gender pay gap deadline of April 4 is suspended due to the coronavirus outbreak. The Office for Governmental Equality (GEO) and the Commission on Equality and Human Rights (ECHR) issued a joint statement on 24 March to suspend the implementation of gender pay gap deadlines for this reporting year (2019/20). Private sector employers are now not expected to report their data by April 4, 2020. However, if employers decide to do so, GEO has said it can provide support when needed. Normally, EHRC would have the power to investigate employers who do not report their information on the gender pay gap. Noncompliant employers may also face an unlimited fine after legal action. The suspension provides welcome relief to employers. Make UK asked the Government to consider a suspension of the deadline in light of the considerable pressure currently faced by its members. While some employers have already taken steps over the past year to calculate their gender pay data, suspension will be welcome relief for those who have not yet produced their figures. According to the joint statement, by the time of publication, nearly three-quarters of the expected journalists had not yet published their data on the gender pay gap. Next year's reports Next year's gender pay gap reports are understandably low on the current list of HR professionals' priorities. However, it will be interesting to see if the relaxation in gender pay requirements will be expanded to the next reporting year 2020/21. Given the number of employees who will be on leave and oversteer, whether sick leave, leave or other types of leave, during the relevant pay period (April 2020), data are unlikely to produce an accurate assessment of the gender pay gap of many employers. News / HR & Legal / Gender Pay Reports From the date of the snapshot and the reporting deadline, to where to view other employers' reports, this is all you need to know about gender pay gap reports We answer some of the most common questions about gender pay gap reports, their effectiveness so far in reducing gender pay inequality, and the prospect of requirements being extended to a wider group of employers. Does my organization have to report its gender pay gap? Reporting requirements apply to private and voluntary sector organizations with a number of 250 or more employees as of April 5, 2020, and most public sector organizations with employees as of March 31, 2020. Acas has guidance to help you determine if the requirements apply to you. What is the snapshot date for the 2020 round of gender pay gap reports? The dates of the snapshot are: April 5, 2020 for private companies and charities on March 31, 2020 for public sector organizations and April 4, 2021 for private companies and charities. Can the data be sent before deadline? Yes, gender pay gap reports can be sent at any time after snapshot data, up to the deadline. About 6% of organizations that had to publicly report their gender pay gap figures for 2017 did so after the spring 2018 deadline, 100% compliance was only achieved in August 2018. In April 2019, about a quarter of organizations submitted their data in the last 36 hours before the filing deadline. What data should be sent? Organizations Should Calculate and Publish: Their Average Gender Pay Gap Their Median Gender Pay Gap The proportion of men receiving a bonus payment The proportion of women receiving a bonus payment The proportion of men and women in each quartile pay band How do I calculate this data? The government's website has tips on how to calculate the required figures. Good human resources systems should be able to calculate this data automatically. You may also want to ask your payroll provider for support. Where do I present my organization's gender pay gap? You must submit your organization's data through the UK government's website. You should also post the data and any supporting narratives you've written in an accessible place on your organization's website. Where can I view and compare data on organizations' gender pay gaps? You can examine reports by employer and compare organisation data on the UK government's website. Do the reports lead to positive change in gender pay gaps? As the snapshot date of the wage gap reports immediately follows the previous year's reporting deadline, some commentators have expressed concern that organizations, particularly in the first rounds of reporting, will not have had time between reporting deadlines and snapshot dates for interventions to take effect. In January 2019, Personal Today analyzed the 2018 gender pay gap data that had been reported so far to see if employers were improving. She determined that overall, the gaps were narrowing: the average gap between all employers in 2017 and the hourly wage gap for employers was 0.6 percentage points for women. The gap had worsened for women in 36% of the 600 organizations that had reported their data. Notable organizations that reported widening gaps were Virgin Atlantic, HSBC, Ofsted and the Department of Digital, Culture, Media and Sport. An investigation by the Equality and Human Rights Commission (EHRC), which calls for compliance with gender pay gap reports, said in 2018 that only one in five employers it surveyed had developed an action plan together with their data. Just over 10% of the organizations surveyed had set targets to measure their progress. The median gender pay gap for full-time employees in the UK in 2018-19 was 9.6% – 0.4% more than in 2017-18. The second round of reporting also showed an increase in the proportion of organizations that pay men more than women: 77.8% of organizations so in 2018-19, compared to 77.1% in 2017-18. Data from the 2019 round of reports, to be submitted in the spring of 2020, are incomplete because, on 24 March 2020, the UK government suspended the implementation of reporting deadlines on gender pay gaps due to the coronavirus pandemic. By the time of suspension, 26% of the expected journalists had already submitted their data on the government's website; more than 5,500 reports for the 2019/20 reporting round had been submitted by 7 July 2020. Many commentators have warned that the coronavirus pandemic is likely to have a negative impact on gender pay gaps, with women disproportionately affected by the closure of businesses in sectors such as hospitality and retail, as well as having to care for children and other dependents following the closure of schools and day care centers. Mothers are 47% more likely to lose their jobs than working parents, have been more likely to have been furloughed, and have been more likely to have had their hours cut off than men, according to a report by the Institute of Fiscal Studies. However, with snapshot dates set at 31 March and 5 April 2020 - just a few weeks after the blockade was imposed in the UK - it may be too early to see the impact of these changes on the economy in the 2020 reports to be submitted in 2021, and we may have to wait until 2022 until the full impact on the payment can be understood. What are the penalties for not reporting your gender pay gap? In May 2019, EHRC named and shamed 47 organizations that had not submitted their gender pay gap reports after the March and April 2019 deadlines. He said he would begin formal investigations into their non-compliance and determine whether these organizations were breaking the law by withholding gender pay gap reports. If so, they would be required to publish the data immediately; those who did not comply could be taken to court and issued with a fine. In June 2019, EHRC Executive Director Rebecca Hilsenroth told MPs that the body's lack of power to fine the organizations themselves was hampering the application of reporting regulations. Therefore, we may see changes in the future in the way the requirements are processed. Will smaller organizations, with fewer than 250 employees, ever have to report their reports on the gender pay gap? In August 2018, the Parliamentary Committee on Business, Energy and Industrial Strategy (BEIS) called for the extension of information on the gender pay gap to include companies with more than 50 employees. To date, the Committee's recommendations have not been implemented. However, in the 2018-19 round of reports, more than 350 small organizations voluntarily published their gender pay gap reports. Preparing a voluntary report could be a prudent option for companies that will grow in employee size to more than 250 people by the next date of the snapshot. Will the government ever require organizations to report on other facets of diversity, such as ethnicity? In October 2018, the government's consultation to determine whether mandatory reporting on ethnic pay gaps would help address the pay disparity. In response to the consultation, the Association of Accounting Technicians (AAT) has suggested that any requirement to report ethnic pay gaps should apply to organizations with 50 or more employees. The Public Policy Research Institute, a think tank, has called for the expansion of wage gap reports to also cover wage gaps with disabilities. In June 2019, Hilary Spencer, director of the Office of Government Equality, told MPs that there was probably an argument for changing reporting requirements from the fourth year (2021) and that there would be a formal review of the legislation by 2022. In January 2019, new regulations were announced requiring some large UK companies to report their executive wage ratios, and the first reports were published from January 2020. This article was first published in January 2019. It was updated in August 2019, March 2020 and July 2020. Need help calculating your gender pay gap reports? Call us at 01628 814242 to find out how CIPHR can quickly and easily calculate this data for you