

Achieving Equal Pay in the Workplace

Your Guide to Changing Policy and Practice

Useful links

Advice and Tools For Employers

- [HeforShe](http://www.heforshe.org/sites/default/files/2021-05/hfs_proven_solutions_schneider_electric.pdf) (www.heforshe.org/sites/default/files/2021-05/hfs_proven_solutions_schneider_electric.pdf): Championing equal pay for equal work
- [HeforShe: Key Stages of Implementation](http://www.heforshe.org/sites/default/files/2021-05/hfs_proven_solutions_accor.pdf) (www.heforshe.org/sites/default/files/2021-05/hfs_proven_solutions_accor.pdf)
- [Think Equality - Small to medium businesses](http://www.thinkbusinessstinkequality.org.uk/) (www.thinkbusinessstinkequality.org.uk/)
- [Close Your Pay Gap - Large \(250+ employees\) businesses](http://www.closeyourpaygap.org.uk/) (www.closeyourpaygap.org.uk/)
- [PWC: Women in work index](http://www.pwc.co.uk/services/economics/insights/women-in-work-index.html) (www.pwc.co.uk/services/economics/insights/women-in-work-index.html)

ACAS and Equal Pay

- [Equal pay](http://www.acas.org.uk/equal-pay) (www.acas.org.uk/equal-pay)
- [Job evaluation: considerations and risks advice booklet](http://www.acas.org.uk/job-evaluation-considerations-and-risks-advice-booklet) (www.acas.org.uk/job-evaluation-considerations-and-risks-advice-booklet)

Equality and Human Rights Commission and Equal Pay

- [Equal pay](http://www.equalityhumanrights.com/en/our-work/equal-pay) (www.equalityhumanrights.com/en/our-work/equal-pay)
- [Equal Pay: Statutory Code of Practice](http://www.equalityhumanrights.com/en/publication-download/equal-pay-statutory-code-practice) (www.equalityhumanrights.com/en/publication-download/equal-pay-statutory-code-practice)
- [Equal pay audit for larger organisations](http://www.equalityhumanrights.com/en/multipage-guide/equal-pay-audit-larger-organisations) (www.equalityhumanrights.com/en/multipage-guide/equal-pay-audit-larger-organisations)
- [Why equal pay matters](http://www.equalityhumanrights.com/en/advice-and-guidance/why-equal-pay-matters) (www.equalityhumanrights.com/en/advice-and-guidance/why-equal-pay-matters)
- [How to achieve equal pay](http://www.equalityhumanrights.com/en/advice-and-guidance/how-achieve-equal-pay) (www.equalityhumanrights.com/en/advice-and-guidance/how-achieve-equal-pay)
- [Protected characteristics](http://www.equalityhumanrights.com/en/equality-act/protected-characteristics) (www.equalityhumanrights.com/en/equality-act/protected-characteristics)

UK Government Website - Gender Pay Gap

- [Search and compare gender pay gap data](https://gender-pay-gap.service.gov.uk/) (<https://gender-pay-gap.service.gov.uk/>)

International

- [Epic International Pay Coalition](http://www.equalpayinternationalcoalition.org/the-coalition/) (www.equalpayinternationalcoalition.org/the-coalition/)
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[EU Commission proposes measures to ensure equal pay for equal work](#)

[\(https://ec.europa.eu/commission/presscorner/detail/en/ip_21_881\)](https://ec.europa.eu/commission/presscorner/detail/en/ip_21_881)

- [Woman Alliance: Pay in Iceland](http://www.womenalliance.org/equal-pay-in-iceland-setting-a-new-standard/) (www.womenalliance.org/equal-pay-in-iceland-setting-a-new-standard/)

Research

- [ONS data: Gender Pay Gap](#)
[\(www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2021\)](http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2021)
- [Institute for Public Policy Research: Gender Pay Gap](http://www.ippr.org/files/2018-05/state-of-pay-may18.pdf) (www.ippr.org/files/2018-05/state-of-pay-may18.pdf)
- [Institute for Public Policy Research: The Fair Pay Report - How transparency can help tackle inequalities](http://www.ippr.org/files/2018-11/1542206529_the-fair-pay-report.pdf)
[\(www.ippr.org/files/2018-11/1542206529_the-fair-pay-report.pdf\)](http://www.ippr.org/files/2018-11/1542206529_the-fair-pay-report.pdf)
- Labour Research Department booklets, either available in print from your union or [online here](#)
[\(www.lrd.org.uk/\)](http://www.lrd.org.uk/) (unions will have an account you can use to access these, so contact them for details)
- [Behavioural Insights Team: How to increase transparency of progression, pay and reward](#)
[\(www.bi.team/publications/how-to-increase-transparency-of-progression-pay-and-reward/\)](http://www.bi.team/publications/how-to-increase-transparency-of-progression-pay-and-reward/)

The Trade Union Congress (TUC) and Scottish Trade Union Congress (STUC)

- [The TUC and equal pay](http://www.tuc.org.uk/workplace-guidance/pay-holiday-and-working-hours/equal-pay) (www.tuc.org.uk/workplace-guidance/pay-holiday-and-working-hours/equal-pay)
- [TUC Equality Audit](http://www.tuc.org.uk/sites/default/files/2021-08/TUC_Equality_Audit_2021_AW_Accessible_Bookmarks.pdf) (www.tuc.org.uk/sites/default/files/2021-08/TUC_Equality_Audit_2021_AW_Accessible_Bookmarks.pdf)
- [The STUC and Close the Gap](http://www.closesthegap.org.uk/content/union-evaluation/) (www.closesthegap.org.uk/content/union-evaluation/)
- [Close the Gap: Conducting an Equal Pay Review](http://www.closesthegap.org.uk/content/resources/Equal-Pay-Review-briefing.pdf) (www.closesthegap.org.uk/content/resources/Equal-Pay-Review-briefing.pdf)
- [Women and Men in Trade Unions - STUC blog](https://scottishtuc.blog/2018/03/08/step-aside-brother/) (<https://scottishtuc.blog/2018/03/08/step-aside-brother/>)

Union Specific

- [BFAWU](http://www.bfawu.org/inclusivity/women/) (www.bfawu.org/inclusivity/women/)
- [Chartered Society of Physiotherapists \(CSP\): Equality and Diversity Toolkit](http://www.csp.org.uk/system/files/publication_files/E%26D-toolkit-2020-mobile.pdf)
[\(www.csp.org.uk/system/files/publication_files/E%26D-toolkit-2020-mobile.pdf\)](http://www.csp.org.uk/system/files/publication_files/E%26D-toolkit-2020-mobile.pdf)
- [Equity](http://www.equity.org.uk/at-work/equity-for-women-toolkit/) (www.equity.org.uk/at-work/equity-for-women-toolkit/)
- [FDA](http://www.fda.org.uk/home/Supportingyou/Equality-and-diversity.aspx) (www.fda.org.uk/home/Supportingyou/Equality-and-diversity.aspx)
- [NAHT](http://www.naht.org.uk/Our-Priorities/Our-policy-areas/Equality-diversity-and-inclusion) (www.naht.org.uk/Our-Priorities/Our-policy-areas/Equality-diversity-and-inclusion)
- [NASUWT](http://www.nasuwt.org.uk/advice/equalities.html) (www.nasuwt.org.uk/advice/equalities.html)
- [Pharmacists' Defence Association \(PDA\) - Women's Network](http://www.the-pda.org/get-involved/networks/nawp/) (www.the-pda.org/get-involved/networks/nawp/)

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- [UCU equal and gender pay resources](http://www.ucu.org.uk/genderpay) (www.ucu.org.uk/genderpay)
- [UNISON: Conducting an equal pay audit](http://www.unison.org.uk/content/uploads/2013/06/Briefings-and-CircularsEqual-Pay-Audit-Q_A3.pdf) (www.unison.org.uk/content/uploads/2013/06/Briefings-and-CircularsEqual-Pay-Audit-Q_A3.pdf)
- [Unite the Union](http://www.unitetheunion.org/media/3241/jn5578-hb-a4-equalities-pay-up-brochure-20.pdf) (www.unitetheunion.org/media/3241/jn5578-hb-a4-equalities-pay-up-brochure-20.pdf)
- [GMB](http://www.gmbscotland.org.uk/campaigns/equal-pay) (www.gmbscotland.org.uk/campaigns/equal-pay)