Achieving Equal Pay in the Workplace

Your Guide to Changing Policy and Practice

Useful links

Advice and Tools For Employers

- HeforShe *(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 *(www.heforshe.org/sites/default/files/2021-05/hfs_proven_solutions_accor.pdf)*
- Think Equality - Small to medium businesses *(www.thinkbusinessthinkequality.org.uk/)*
- Close Your Pay Gap - Large (250+ employees) businesses *(www.closeyourpaygap.org.uk/)*
- PWC: Women in work index *(www.pwc.co.uk/services/economics/insights/women-in-work-index.html)*

ACAS and Equal Pay

- Equal pay *(www.acas.org.uk/equal-pay)*
- 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 *(www.equalityhumanrights.com/en/our-work/equal-pay)*
- Equal Pay: Statutory Code of Practice *(www.equalityhumanrights.com/en/publication-download/equal-pay-statutory-code-practice)*
- Equal pay audit for larger organisations *(www.equalityhumanrights.com/en/multipage-guide/equal-pay-audit-larger-organisations)*
- Why equal pay matters *(www.equalityhumanrights.com/en/advice-and-guidance/why-equal-pay-matters)*
- How to achieve equal pay *(www.equalityhumanrights.com/en/advice-and-guidance/how-achieve-equal-pay)*
- 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/)*

International

- Epic International Pay 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)*

- Woman Alliance: Pay in Iceland *(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)*
- Institute for Public Policy Research: Gender Pay Gap *(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 *(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/)* (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/)*

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

- The TUC and equal pay *(www.tuc.org.uk/workplace-guidance/pay-holiday-and-working-hours/equal-pay)*
- TUC Equality Audit *(www.tuc.org.uk/sites/default/files/2021-08/TUC_Equality_Audit_2021_AW_Accessible_Bookmarks.pdf)*
- The STUC and Close the Gap *(www.closethegap.org.uk/content/union-evaluation/)*
- Close the Gap: Conducting an Equal Pay Review *(www.closethegap.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/)*

Union Specific

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

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