



Government  
Equalities Office

# Mandatory Gender Pay Gap Reporting – Public Sector Employers

**Government Consultation**

**Issue date: 18 August 2016**

**Respond by: 30 September 2016**

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## About this Consultation

### Deadline

The consultation was issued on 18 August 2016 and closes at midnight on 30 September 2016.

### Respond Online

To help us analyse the responses please use the online system wherever possible.

Visit <https://consult.education.gov.uk/equality-framework-team/gender-pay-gap-reporting-public-sector> to submit your response.

If for exceptional reasons, you are unable to use the online system (e.g. because you use specialist accessibility software that is not compatible), you may download a word version of the form and email it to: [PublicSector.GENDERPAYGAP@geo.gov.uk](mailto:PublicSector.GENDERPAYGAP@geo.gov.uk)

### Other ways to respond

If for exceptional reasons, you are unable to use the online system, you may download a word document version of the form and email it or post it.

#### By email

[PublicSector.GENDERPAYGAP@geo.gov.uk](mailto:PublicSector.GENDERPAYGAP@geo.gov.uk)

#### By post

Public Sector - Gender Pay Gap  
Government Equalities Office  
Sanctuary Buildings  
Great Smith Street  
SW1P 3BT

## Enquiries

If your enquiry is related to the policy content of the consultation you can contact the team by email at:

[PublicSector.GENDERPAYGAP@geo.gov.uk](mailto:PublicSector.GENDERPAYGAP@geo.gov.uk)

If your enquiry is related to the DfE e-consultation website or the consultation process in general, you can contact the DfE Ministerial and Public Communications Division by email: [consultation.unit@education.gsi.gov.uk](mailto:consultation.unit@education.gsi.gov.uk) or by telephone: 0370 000 2288 or via the [DfE Contact us page](#).

## The response

The results of the consultation and the Department's response will be [published on GOV.UK](#) in due course.

## Confidentiality

Information provided in response to this consultation, including personal information, may be published or disclosed in accordance with the access to information regimes. These are primarily the Freedom of Information Act 2000 (FOIA), the Data Protection Act 1998 and the Environmental Information Regulations 2004.

If you want the information you provide to be treated as confidential, please be aware that, under the FOIA, there is a statutory Code of Practice which public authorities must comply with. This deals with, amongst other things, obligations of confidence. It would therefore be helpful if you could explain to us why you regard the information you provide as confidential. If we receive a request to disclose the information we will take full account of your explanation, but we cannot assure that confidentiality can be maintained in all circumstances. An automatic confidentiality disclaimer generated by your IT system will not alone be regarded as binding.

The Government Equalities Office will process your personal data in accordance with the Data Protection Act 1998 and in the majority of circumstances this means your personal data will not be disclosed to third parties.

## Foreword by the Secretary of State for Education and Minister for Women and Equalities



Tackling the gender pay gap is an absolute priority for this Government. That's why we are already delivering on our manifesto commitment to introduce mandatory gender pay gap reporting for larger private and voluntary sector organisations. This unprecedented transparency will cast a light on unfair discrepancies and create the pressure we need to drive change. Last year the government announced that this important step for gender equality would be extended to the public sector. Extending this commitment to the public sector is only fair in that what we ask of business we should expect of ourselves.

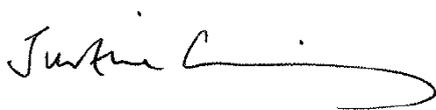
Significant progress has already been made towards introducing mandatory gender pay gap reporting for all large private and voluntary sector employers in the UK. We have conducted two public consultations in relation to the draft regulations being introduced under section 78 of the Equality Act 2010, and will be seeking parliamentary approval for those regulations later this year. We want to ensure that the public sector also plays a full part in reducing the gender pay gap and we therefore intend to introduce the same reporting regime for large public sector employers during 2016-17.

This consultation paper sets out the current context for public sector organisations and what we intend to change. It does not seek detailed comments on each individual measure as we wish to work as closely as possible to the model that has already been developed for the private and voluntary sectors. However, we would welcome

comments on the overall approach and whether there are particular issues which affect public sector employers.

The government believes it is only right that public sector employers should lead the way in promoting gender equality in the workforce. Although the pay gap across the public sector as a whole is 18.5% compared to 25.3% in the private sector, this is clearly still too high and we need further concerted efforts to identify and tackle the causes of any gender pay differences. The new regulations will mean better transparency for 3.8 million employees who work in public sector organisations in England with 250 employees or more.

We should rightly be proud of the progress we have made so far – with the lowest gender pay gap on record. But we can't rest on our laurels and we need to build on this progress by giving women the opportunity to fulfil their potential. Not only is it the right thing to do, it is also good for the economy. McKinsey estimate that the UK could add £0.6 trillion of additional annual GDP in 2025 by fully bridging the gender gap. Introducing the same mandatory reporting regime for all major employers in the public, private and voluntary sectors will ensure consistency across the economy and help make our ambition to eliminate the gender pay gap in a generation a reality.

A handwritten signature in black ink, appearing to read 'Justine Greening', with a long, sweeping underline.

**The Rt Hon Justine Greening MP**  
**Secretary of State for Education and Minister for Women and Equalities**

## Introduction

This Government places a high priority on tackling the gender pay gap (GPG). As part of our ambition to eliminate the GPG in a generation, we are committed to introducing mandatory GPG reporting for all major employers in the private, voluntary and public sectors.

Work has been underway since last year to introduce regulations under section 78 of the Equality Act 2010, which will require all large employers in the private and voluntary sectors to report their GPG information<sup>1</sup>. The Government has concluded the second public consultation on the draft regulations. Subject to Parliamentary approval, this legislation should be brought into force in early 2017.

We also announced last year that we would be bringing in similar reporting requirements for all large employers in the public sector. We want to use the same approach that has already been set out for the private and voluntary sectors. Ensuring that all relevant employers are collecting the same type of data and using the same methodology to make the calculations will enable consistency across larger organisations in all sectors.

This consultation paper sets out:

- How we intend to bring in the reporting requirements for public sector employers;
- How the reporting requirements will work in the public sector; and
- A number of questions on the proposed approach.

This consultation is primarily aimed at those public bodies which will be affected by the new reporting requirements and we are keen to hear from as wide a range of public bodies as possible. Page 10 and Annex A give further information on which public bodies will be affected.

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<sup>1</sup> These regulations may also apply to some public bodies that are neither government departments nor listed in Schedule 19 to the Equality Act 2010.

Responses to these questions will need to be received before midnight on 30 September 2016.

We are also consulting the Equality and Human Rights Commission and Ministers in the Devolved Administrations, in line with the requirements in the Equality Act 2010.

## **Existing requirements for Public Bodies in England**

Public sector bodies, and those carrying out public functions, are subject to the requirements of section 149 of the Equality Act 2010 (the public sector equality duty – PSED). This places a legal obligation on public bodies to have due regard to the following considerations when exercising their functions, for example when designing policies and delivering services:

- The need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- The need to advance equality of opportunity between people who share a protected characteristic and those who do not.
- The need to foster good relations between people who share a protected characteristic and those who do not.

Section 153 of the Equality Act 2010 enables Ministers to introduce regulations imposing specific duties to help public authorities comply with the PSED more effectively. This power is devolved, and different approaches towards the specific duties regulations have been taken in England, Scotland and Wales. This consultation and the regulations which will follow it therefore apply only to public authorities in England (including relevant cross-border authorities in England and Wales and certain public authorities operating across Great Britain in relation to non-devolved functions).<sup>2</sup>

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<sup>2</sup> Public bodies in Scotland with more than 150 employees were already required to publish GPG data, with this level recently being reduced to 20 employees. In Wales, public bodies are required to have due regard to the

The Equality Act 2010 (Specific Duties) Regulations 2011 (“the Specific Duties Regulations”) came into force on 10 September 2011 and currently apply to all public bodies listed in Schedules 1 and 2 to those Regulations (see Annex A). They require public bodies to:

- publish information to show their compliance with the PSED at least annually; and
- set and publish equality objectives at least every four years.

The Specific Duties Regulations therefore place a high priority on establishing greater transparency, while still allowing a certain degree of flexibility for public bodies in deciding how much information they need to collate and publish.

The Specific Duties Regulations also specify that public bodies with 150 or more employees must publish information on the diversity of their workforce, in order to show how they are complying with the PSED. Although the regulations do not require mandatory GPG reporting in order to fulfil this requirement, guidance issued by the Government Equalities Office and Equality and Human Rights Commission<sup>3</sup> makes it clear that employers should consider including GPG information in the data that they publish, and many already do this.

**We intend to amend the Specific Duties Regulations in England to include a mandatory requirement for public bodies that are subject to these regulations, with 250 or more employees, to undertake GPG reporting.** Although many public bodies may already be collating and publishing this information under the existing Specific Duties Regulations, introducing a mandatory requirement will ensure that GPG data will be available for all larger public sector employers.

In line with the reporting regime that will apply to private and voluntary sector organisations, public bodies will be required to publish data on their mean and median

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need to have equality objectives that address the causes of pay differences, including those relating to gender, between their employees.

<sup>3</sup> <https://www.gov.uk/government/publications/public-sector-quick-start-guide-to-the-specific-duties>  
<http://www.equalityhumanrights.com/publication/equality-information-and-equality-duty-guide-public-authorities>

gender pay gap, mean and median bonus pay gap, and information on the proportions of male and female employees in each salary quartile. Mirroring the requirements that will apply to private and voluntary sector organisations will mean that all large employers will be using a consistent approach towards GPG data collection and calculation.

# Mandatory GPG Reporting for the Public Sector

## How will the changes be introduced?

We will introduce mandatory GPG reporting for public sector bodies in England by amending the Specific Duties Regulations, which underpin the PSED. This is the most effective way of introducing new mandatory reporting requirements, as the new regulations will essentially enhance existing measures.

The amended regulations will be subject to the affirmative resolution procedure in Parliament. This means they must be debated and approved in the House of Commons and House of Lords before coming into force.

We intend to follow as closely as possible the reporting timetable for the private and voluntary sector regulations. We intend to introduce the amended regulations for the public sector by the end of 2016 and, if agreed by Parliament, commence them as soon as possible afterwards. Public bodies covered by the regulations will be expected to capture their first set of GPG data in April 2017 and publish the information before April 2018, in line with the requirements for private and voluntary sector organisations.

## Which organisations will be affected?

All public sector organisations currently listed in Schedules 1 and 2 to the Specific Duties Regulations (and any such organisations listed in future), will be subject to the new mandatory GPG reporting requirements if they have 250 or more employees. In this document we refer to these bodies as 'relevant public authorities'.

Employers in the private and voluntary sectors with more than 250 employees will be required to publish GPG information. We intend to mirror this threshold for the public sector to ensure that there is a consistent approach and that comparable data becomes available for all major employers.

The existing requirement in the Specific Duties Regulations to publish information relating to employees applies to bodies with 150 or more employees, and these bodies are already encouraged to include GPG data in the information that they publish. We intend to keep this reporting regime in place so that public authorities with 150 or more employees will still be required to report on the diversity of their workforce and consider whether to include data on gender pay differences in the information that they publish.

The mandatory GPG reporting requirements will be added as an additional requirement for those bodies with 250 or more employees. Introducing the mandatory element of GPG reporting to larger public sector employers will ensure consistency with the regulations which will apply to private and voluntary sector employers and build on existing transparency in the public sector.

We have considered whether to introduce a lower size limit for public bodies, but have decided against this as the new reporting requirements should not place a disproportionate administrative burden on smaller public authorities. Including organisations with very low numbers of staff can also pose particular data protection issues for employers. This was highlighted as a particular cause for concern by a review of the PSED, which reported in September 2013<sup>4</sup>.

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<sup>4</sup> <https://www.gov.uk/government/groups/review-of-public-sector-equality-duty-steering-group>

# How will the GPG new reporting requirements work?

## Overview

This section sets out what information the relevant public authorities will be expected to publish under the amended Specific Duties Regulations.

The new mandatory GPG reporting requirements for the public sector will be based on the same approach that will apply to private and voluntary sector organisations. We think it is essential that different types of organisations are collecting and publishing the same GPG data, in order to ensure consistent approaches across all sectors. The measures in the draft private and voluntary sector regulations have been developed through extensive consultation. We do not, therefore, propose to consult on each individual measure again.

We would, however, be interested to hear about any particular issues which may be relevant for public bodies and have included some general questions at the end of this section to enable comments to be made.

## Employees

The draft regulations for private and voluntary sector organisations may apply to all employees within the meaning of section 83 of the Equality Act 2010. We intend to replicate this approach in the regulations that will apply to relevant public authorities. Relying on section 83 of the Equality Act 2010 will have the following effects:

- Any employees within the meaning of the Act who are remunerated during the reference period would be included. The definition of 'employment' in section 83 applies to people employed under a contract of employment, a contract of apprenticeship or a contract personally to do work. It also applies to Crown employment and to service in the armed forces.

- Those employees who are not based in Great Britain but are still regarded as being employees of employers within scope could still be covered if there is a strong connection with Great Britain.
- Self-employed people (those who are not within the definition of employee in the Equality Act) or volunteers should not be included in the overall gender pay gap calculations.
- Agency workers will be taken into account by the employer with whom they have the contract of employment, and this will generally be their agency.

We would be interested to hear views on whether there are particular issues for public authorities in relying on this definition in the public sector regulations.

## Pay Calculations

Relevant public authorities will need to publish their **overall mean and median gender pay gaps**, in line with the requirements which are being introduced for private and voluntary sector employers. Authorities will need to base these calculations on the gross hourly pay rate of all employees who are in scope of the regulations that are paid on the 'snapshot date' of 5th April. The hourly rate will need to be calculated for each employee in line with the pay period that applies to that particular employee e.g. monthly, weekly etc.

Calculating the mean and median gender pay gaps will give employers a better understanding of any pay gaps identified and add greater depth to the analysis. Using the data from both calculations will also help overcome particular difficulties associated with using a single calculation e.g. mean calculations being skewed by a small number of high earners.

The draft private and voluntary sector regulations use broadly the same definition of 'pay' as used by the Office of National Statistics (ONS) for their Annual Survey of Hours and Earnings (ASHE). We propose to use the same definition for the public sector in order to enable comparable analysis.

'Pay' will include:

- basic pay
- paid leave, including annual leave, sick leave, maternity, paternity, adoption or parental leave (except where an employee is paid less than usual because of being on leave)
- area and other allowances
- shift premium pay
- pay for piecework
- bonus pay

It will not include:

- overtime pay
- expenses
- the value of salary sacrifice schemes
- benefits in kind
- redundancy pay
- tax credits.

## Gender bonus gap

In addition to the main median and mean GPG calculations, relevant public authorities will need to publish **the difference between the mean and median bonus payments they pay to men and women.** Authorities will need to separately analyse all bonus payments made in a 12-month period and publish the difference between women and men. The mean takes into account the full distribution of bonuses paid by an employer, and the median will show any difference for recipients at the mid-point of bonus payments received. Only those employees who receive bonuses should be included in the calculation. Employers will also be required to publish the proportion of male and female employees that received a bonus.

Including the mean and median difference in bonus payments will give employers a greater understanding of the potential impact of bonuses on total earnings by gender.

Where the bonus pay gap calculations show any discernible bias, employers can use this information to evaluate the fairness of their remuneration and reward policies.

## Salary quartiles

Relevant public authorities will also be required to report on the **proportions of men and women in each quartile of their pay distribution**. Quartiles split an ordered data set into four equal groups, where each group contains a quarter of the data.

Employers will need to calculate their quartile data **by dividing the workforce into four equal sized groups**. These four groups will be separated according to the hourly pay rate, starting from lowest paid to the highest paid. This approach has been adopted in preference to calculating quartiles by dividing the overall pay distribution into four equal proportions. Splitting the data in equal groups by salary range could result in very small groups e.g. an entire quartile based on the Chief Executive's salary. Quartiles based on workforce numbers should enable employers to identify if there are particular areas of concentration by gender and if there are any blockages to progression.

We understand, from significant engagement with business through the consultation process on the private and voluntary sector regulations, that this information should be relatively straightforward to collate and will illustrate gender-based progression within an organisation in a format that would be easily understood.

## Capturing the Data

The regulations will require relevant public authorities to **calculate gender pay gaps using data captured from a 'snapshot' on 5th April each year, from April 2017 onwards. The calculations will be based on the hourly pay rate for each employee during the pay period that includes the 5th April**. The pay period for a particular employee could be weekly, fortnightly, monthly or a longer or shorter period, depending on how the employer pays its employees.

This approach was adopted for the regulations for private and voluntary sector employers in order to avoid employers needing to capture all employees over a 12 month period, including those who leave the organisation or get promoted. The 5th April reference date was determined to be the most effective point in the year to extract the information as it is less likely to be affected by seasonal fluctuations in the workforce.

## Publication timetable

Relevant public authorities will need to **publish information annually**, in line with the existing requirement under the Specific Duties Regulations to demonstrate compliance under the PSED.

As noted above, relevant public authorities will need to capture the first set of data, using the snapshot methodology, in April 2017. They will then have a maximum of 12 months to analyse the data and publish their reports. They can choose when to publish the information as long as the publication date falls within the 12 month period of the data being captured and is not later than 4th April 2018.

Under the current Specific Duties Regulations, all public bodies listed in Schedule 1 are required to publish the information which demonstrates their compliance under the PSED, on an annual basis, by 31st January. Schools and other bodies listed in Schedule 2<sup>5</sup> have a later deadline of 6th April to publish their information. We intend to change the deadline so that all public bodies are working towards the same cut-off date. In line with the new mandatory GPG requirements for large private and voluntary sector employers, public bodies will be able to choose when to publish their data as long as it is not later than 4th April of the year after the data has been collected.

We want to avoid having separate deadlines for public bodies to publish information under the Specific Duties Regulations as multiple deadlines may cause confusion and resourcing problems. Having a single deadline may also make it easier for public bodies to present all the relevant data together, should they wish to do so.

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<sup>5</sup> See annex A

## Where to publish

Relevant public authorities must publish the information on a website in a way that is accessible to employees and the public. Access to the information must be free of charge.

Authorities will be required to retain this information online for three years in order to show the progress made.

## Compliance

In line with the rest of the Specific Duties Regulations, the Equality and Human Rights Commission (“the Commission”) will be responsible for monitoring how public bodies are complying with the GPG reporting requirements and can take enforcement action. The Commission has powers to issue a compliance notice to a public body that it believes has failed to comply with the Specific Duties Regulations, and can apply to the courts for an order requiring compliance.

The Specific Duties Regulations cannot be enforced by judicial review.

## Guidance

The Government will issue guidance, when the regulations come into force, which will provide more tailored information on what will be covered in the reporting requirements. In addition to this consultation, we will be undertaking engagement activity with public sector bodies to understand the particular issues they have as employers when calculating staff numbers and reporting on pay gaps. The guidance will reflect the issues that are raised during the course of our discussions and the responses we receive to this consultation.

## List of consultation questions

### QUESTION 1:

**Do you agree that the new GPG requirements should apply to the same public bodies, with 250 or more employees, which are currently listed at Schedules 1 and 2 to the Specific Duties Regulations?**

Yes / No

**If no, please explain why.**

### QUESTION 2:

**Are there any other public bodies that should be included at Schedules 1 and 2 to the Specific Duties Regulations?**

Yes / No

**If yes, please provide further details**

### QUESTION 3:

**Is it appropriate to rely on the definition of 'employment' in section 83 of the Equality Act 2010 for public sector employers?**

Yes / No

**If no, please explain why.**

#### **QUESTION 4:**

**Do the proposed elements of pay raise any particular issues for the public sector?**

Yes / No

**If yes, please provide further details**

#### **QUESTION 5:**

**Do you agree that the same deadline should be introduced for all reporting requirements under the amended Specific Duties Regulations?**

Yes / No

**If no, please explain why**

#### **QUESTION 6:**

**Do these reporting requirements pose any particular issues for public sector employers?**

Yes / No

**If yes, please provide further details**

#### **QUESTION 7:**

**Do you have any other comments on these measures and/or our proposed approach?**

## **ANNEX A – SCHEDULES 1 AND 2 TO THE SPECIFIC DUTIES REGULATIONS**

### **SCHEDULE 1 - PUBLIC AUTHORITIES REQUIRED TO PUBLISH INFORMATION BY 31 JANUARY 2012**

#### **Armed forces**

Any of the armed forces other than any part of the armed forces which is, in accordance with a requirement of the Secretary of State, assisting the Government Communications Headquarters.

#### **Broadcasting**

The British Broadcasting Corporation ("BBC"), except in respect of functions relating to the provision of a content service (within the meaning given by section 32(7) of the Communications Act 2003); and the reference to the BBC includes a reference to a body corporate which--

- (a) is a wholly owned subsidiary of the BBC,
- (b) is not operated with a view to generating a profit, and
- (c) undertakes activities primarily in order to promote the BBC's public purposes.

The Channel Four Television Corporation, except in respect of--

- (a) functions relating to the provision of a content service (within the meaning given by section 32(7) of the Communications Act 2003), and
- (b) the function of carrying on the activities referred to in section 199 of that Act.

The Welsh Authority (as defined by section 56(1) of the Broadcasting Act 1990), except in respect of functions relating to the provision of a content service (within the meaning given by section 32(7) of the Communications Act 2003).

#### **Civil liberties**

The Commission for Equality and Human Rights.

The Information Commissioner.

#### **Court services and legal services**

The Children and Family Court Advisory and Support Service.

The Judicial Appointments Commission.

The Legal Services Board.

### **Criminal justice**

Her Majesty's Chief Inspector of Constabulary.

Her Majesty's Chief Inspector of the Crown Prosecution Service.

Her Majesty's Chief Inspector of Prisons.

Her Majesty's Chief Inspector of Probation for England and Wales.

The Parole Board for England and Wales.

A probation trust established by an order made under section 5(1) of the Offender Management Act 2007.

The Youth Justice Board for England and Wales.

### **Environment, housing and development**

The Environment Agency.

The Homes and Communities Agency.

Natural England.

### **Health, social care and social security**

The Care Quality Commission.

The Child Maintenance and Enforcement Commission.

Health Education England.

Monitor.

NHS Blood and Transplant.

The NHS Business Services Authority.

An NHS foundation trust within the meaning given by section 30 of the National Health Service Act 2006.

An NHS trust established under section 25 of that Act.

A clinical commissioning group established under section 14D of that Act.

The National Health Service Commissioning Board.

The National Institute for Health and Care Excellence.

The Health Research Authority.

The Health and Social Care Information Centre.

A Special Health Authority established under section 28 of the National Health Service Act (other than NHS Blood and Transplant and the NHS Business Services Authority).

### **Industry, business, finance etc**

The Advisory, Conciliation and Arbitration Service.

The Bank of England, in respect of its public functions.

The Civil Aviation Authority.

The Financial Conduct Authority.

The National Audit Office.

The Office for Budget Responsibility.

The Office of Communications.

The Prudential Regulation Authority.

### **Local government**

The Audit Commission for Local Authorities and the National Health Service in England.

A body corporate established pursuant to an order under section 67 of the Local Government Act 1985.

The Common Council of the City of London in its capacity as a local authority or port health authority.

The Council of the Isles of Scilly.

A county council or district council in England.

A fire and rescue authority constituted by a scheme under section 2 of the Fire and Rescue Services Act 2004, or a scheme to which section 4 of that Act applies, for an area in England.

The Greater London Authority.

A joint committee constituted in accordance with section 102(1)(b) of the Local Government Act 1972 for an area in England.

A London borough council.

The London Development Agency.

The London Fire and Emergency Planning Authority.

A National Park authority established by an order under section 63 of the Environment Act 1995 for an area in England.

A Passenger Transport Executive for an integrated transport area in England (within the meaning of Part 2 of the Transport Act 1968).

A regional development agency established by the Regional Development Agencies Act 1998 (other than the London Development Agency).

The Standards Board for England.

Transport for London.

### **Ministers of the Crown and government departments**

A government department other than the Security Service, the Secret Intelligence Service or the Government Communications Headquarters.

A Minister of the Crown.

### **Other educational bodies**

The governing body of an institution in England within the further education sector (within the meaning of section 91(3) of the Further and Higher Education Act 1992).

The governing body of an institution in England within the higher education sector (within the meaning of section 91(5) of that Act).

The Higher Education Funding Council for England.

The Student Loans Company Limited.

### **Parliamentary and devolved bodies**

The National Assembly for Wales Commission (Comisiwn Cynulliad Cenedlaethol Cymru).

The Scottish Parliamentary Corporate Body.

### **Police**

The British Transport Police Force.

A chief constable of a police force maintained under section 2 of the Police Act 1996.

The Chief Inspector of the UK Border Agency.

The Civil Nuclear Police Authority.

The Commissioner of Police for the City of London.

The Commissioner of Police of the Metropolis.

The Common Council of the City of London in its capacity as a police authority.

The Independent Police Complaints Commission.

The Metropolitan Police Authority established under section 5B of the Police Act 1996.  
A police authority established under section 3 of that Act.

### **Regulators**

The General Council of the Bar, in respect of its public functions.

The Health and Safety Executive.

[The Office for Nuclear Regulation]

The Law Society of England and Wales, in respect of its public functions.

## **SCHEDULE 2 – PUBLIC AUTHORITIES REQUIRED TO PUBLISH INFORMATION BY 6 APRIL 2012**

### **Educational institutions**

The governing body of an educational establishment maintained by an English local authority (within the meaning of section 162 of the Education and Inspections Act 2006).

A local authority with respect to the pupil referral units it establishes and maintains by virtue of section 19 of the Education Act 1996.

The proprietor of a City Technology College, City College for Technology or the Arts, or an Academy.



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