



Cabinet Office

# Changes we want to make to the law about pay

## Booklet and survey



### Easy read booklet

Changes we want to make to the law about pay. Booklet 2 of 4

# About this booklet



We have another booklet called **Changes we want to make to the law about pay.**



Read that booklet first. It tells you about the changes we want to make.



We want you to tell us what you think about these changes.



This booklet includes a survey. It has questions for you to answer about these changes.

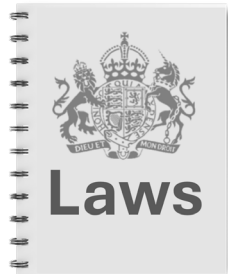
# How we look after your information



When you fill in our survey you will tell us your **personal information**.



Your **personal information** is anything that tells other people who you are, like your name or email address.



We will follow the law in the UK to look after your personal information.



On pages 4 to 7 we tell you how we will look after your personal information. It's called our **privacy notice**.



A **privacy notice** is a document that says how we look after your information.



We need your personal information to find out what you think about a topic that's important for lots of people.



We will ask for information about you or your organisation

- to help us find out which groups of people give us information, and which do not.
- to help us contact you if you need information in another format like Audio or Braille.



We will ask

- your name.
- your address.
- your email address.
- your phone number.
- your organisation name and the country where they work.
- information about you like your ethnicity, disability, age and sex.
- what you think.



We will keep your personal information. We will also share it with the company we have chosen to help us with this survey.



We might **back up** your information outside the UK. We will follow the law to keep your information safe.



**Back up** means we keep a copy so it cannot be lost.

Name	<i>R. Smith</i>
Address	<i>224 West St</i>
	<i>Manchester</i>
	<i>UK</i>
Phone Number	



We will keep

- your personal information while this survey is happening, if you need information in another format.
- your answers about what you think for 3 years.



You can ask us

- more about what we do with your information.
- to change your information if it's wrong.
- to delete your information if we do not need it anymore.
- to stop using your personal information.



You can write to us at this address

**Cabinet Office**  
**70 Whitehall**  
**London SW1A 2AS**



Or phone us on this number

**0207 276 1234**



Or email us at this address

**[dpo@cabinetoffice.gov.uk](mailto:dpo@cabinetoffice.gov.uk)**

If you are not happy with what we do with your personal information, you can contact the **Information Commissioner**.



The **Information Commissioner** is an organisation that makes sure laws about information are followed in the UK.



You can write to them at  
**Information Commissioner's Office**  
**Wycliffe House, Water Lane**  
**Wilmslow, Cheshire SK9 5AF**



Or phone them on this number  
**0303 123 1113**



Or email them at this address  
[icocasework@ico.org.uk](mailto:icocasework@ico.org.uk)

# How to send us the survey



You can send us the survey by email or post.



If you want to send the survey by post, you can print it and send it to us at this address

**Cabinet Office**  
**70 Whitehall**  
**London SW1A 2AS**



If you want to email the survey, send it to us at this address

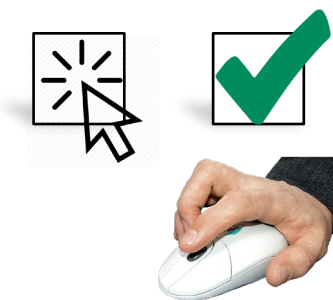
**[dpo@cabinetoffice.gov.uk](mailto:dpo@cabinetoffice.gov.uk)**



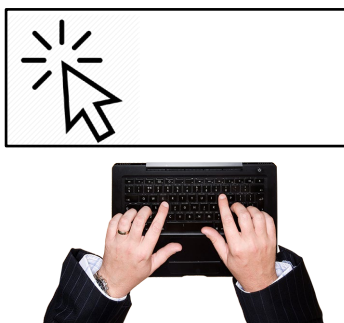
# How to fill in the survey



You can read and fill in the survey on a PDF reader like Adobe Acrobat or Foxit.



Click or tick the little boxes to pick the answers that are right for you.



Type or write in the big boxes to tell us your answers.



You can fill in this survey more than once if you want to. You might want to fill it in for yourself and for an organisation.

# Consultation questions

## Question 1

Do you agree that large employers should publish their pay gap reports for ethnic minority employees?




**Publish** means to put online for people to read.


 I agree a lot

 I disagree a lot

 I agree a bit

 I disagree a bit

 I don't mind

 I don't know

## Question 2

Do you agree that large employers should publish pay gap reports for disabled employees online?





 I agree a lot

 I disagree a lot

 I agree a bit

 I disagree a bit

 I don't mind

 I don't know

Please write anything else you want to tell us about questions 1 and 2 in this box



## Question 3

Do you agree that pay gap reports for ethnic minority employees should come from the same countries as gender pay gap reports?



I agree a lot



I disagree a lot



I agree a bit



I disagree a bit



I don't mind



I don't know

## Question 4

Do you agree that pay gap reports for disabled employees should come from the same countries as gender pay gap reports?



I agree a lot



I disagree a lot



I agree a bit



I disagree a bit

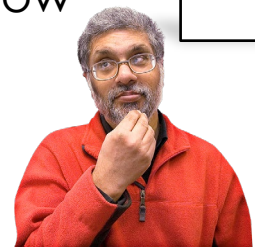


I don't mind



I don't know

Please write anything else you want to tell us about questions 3 and 4 in this box



## Question 5

Do you agree that pay gap reports for ethnic minority employees should tell us the same type of information as gender pay gap reports?




- 1
- 2
- 3
- 4
- 5
- 6


 I agree a lot

 I disagree a lot

 I agree a bit

 I disagree a bit

 I don't mind

 I don't know

## Question 6

Do you agree that pay gap reports for disabled employees should tell us the same type of information as gender pay gap reports?




- 1
- 2
- 3
- 4
- 5
- 6


 I agree a lot

 I disagree a lot

 I agree a bit

 I disagree a bit

 I don't mind

 I don't know

### Question 7

Do you agree that large employers should tell us the ethnicity of everyone who works for them?





 I agree a lot

 I disagree a lot

 I agree a bit

 I disagree a bit

 I don't mind

 I don't know

### Question 8

Do you agree that large employers should tell us how many of their employees have disabilities?





 I agree a lot

 I disagree a lot

 I agree a bit

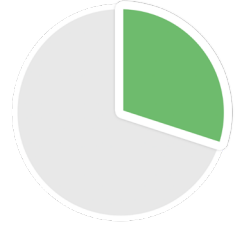
 I disagree a bit

 I don't mind

 I don't know

### Question 9

Do you agree that large employers should tell us the number of employees who do not tell them about their ethnicity?





 I agree a lot

 I disagree a lot

 I agree a bit

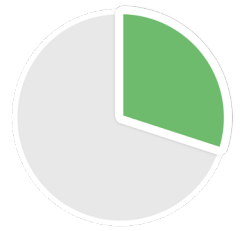
 I disagree a bit

 I don't mind

 I don't know

### Question 10

Do you agree that large employers should tell us the number of employees who do not tell them if they are disabled or not?





 I agree a lot

 I disagree a lot

 I agree a bit

 I disagree a bit

 I don't mind

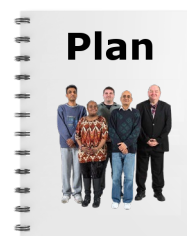
 I don't know

Please write anything else you want to tell us about questions 5 to 10 in this box



## Question 11

Do you agree that employers should write action plans to make equality better for ethnic minority employees?





 I agree a lot

 I disagree a lot

 I agree a bit

 I disagree a bit

 I don't mind

 I don't know

## Question 12

Do you agree that employers should write action plans to make equality better for disabled employees?





 I agree a lot

 I disagree a lot

 I agree a bit

 I disagree a bit

 I don't mind

 I don't know

Please write anything else you want to tell us about questions 11 and 12 in this box





**Question 13**

Do you agree that employers from the public sector should tell us about pay differences for each level of job for different ethnic groups of employees?





 I agree a lot

 I disagree a lot

 I agree a bit

 I disagree a bit

 I don't mind

 I don't know

**Question 14**

Do you agree that employers from the public sector should tell us about how different ethnic groups of employees get their jobs, how long they stay and if they move to better jobs in the organisation?





 I agree a lot

 I disagree a lot

 I agree a bit

 I disagree a bit

 I don't mind

 I don't know

**Question 15**

What information do you think employers should tell us about how different ethnic groups of employees get their jobs, how long they stay and if they move to better jobs in the organisation?



### Question 16

Do you agree that employers from the public sector should tell us about pay differences for each level of job between employees who are disabled and employees who are not.





 I agree a lot

 I disagree a lot

 I agree a bit

 I disagree a bit

 I don't mind

 I don't know

### Question 17

Do you agree that employers from the public sector should tell us about how disabled employees get their jobs, how long they stay and if they move to better jobs in the organisation?





 I agree a lot

 I disagree a lot

 I agree a bit

 I disagree a bit

 I don't mind

 I don't know

### Question 18

What information do you think they should tell us about how disabled employees get their jobs, how long they stay and if they move to better jobs in the organisation?





**Please write anything else you want to tell us  
about questions 13 to 18 in this box**

## Question 19

Do you agree that employers should send pay gap reports for ethnic minority employees around the same time as they send gender pay gap information?



I agree a lot



I disagree a lot



I agree a bit



I disagree a bit



I don't mind



I don't know

## Question 20

Do you agree that employers should send pay gap reports for disabled employees around the same time as they send gender pay gap information?



I agree a lot



I disagree a lot



I agree a bit



I disagree a bit



I don't mind



I don't know

### Question 21

Do you agree that employers should send pay gap reports for ethnic minority employees online in the same way as they send gender pay gap information?





 I agree a lot

 I disagree a lot

 I agree a bit

 I disagree a bit

 I don't mind

 I don't know

### Question 22

Do you agree that employers should send pay gap reports for disabled employees online in the same way as they send gender pay gap information?





 I agree a lot

 I disagree a lot

 I agree a bit

 I disagree a bit

 I don't mind

 I don't know

Please write anything else you want to tell us about questions 19 to 22 in this box



## Question 23

Do you agree that pay gap reports for ethnic minority employees should be enforced in the same way as gender pay gap reports?




**Enforced** means how you will make sure people send pay gap reports.


 I agree a lot

 I disagree a lot

 I agree a bit

 I disagree a bit

 I don't mind

 I don't know

## Question 24

Do you agree that pay gap reports for disabled employees should follow the same law as gender pay gap reports?





 I agree a lot

 I disagree a lot

 I agree a bit

 I disagree a bit

 I don't mind

 I don't know

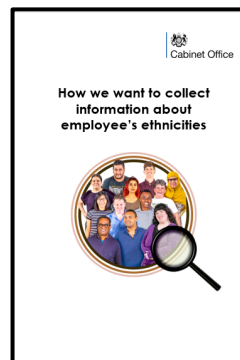
Please write anything else you want to tell us about questions 23 and 24 in this box



## Question 25

Do you agree that large employers should collect information about ethnicity using lists of ethnic groups?

Read our booklet called **How we want to collect information about employees' ethnicities** to find out what these lists are.



I agree a lot



I disagree a lot



I agree a bit



I disagree a bit



I don't mind



I don't know

Please write anything else you want to tell us about question 25 in this box



## Question 26

Do you agree that all large employers should send pay gap reports for ethnic minority employees using at least 1 binary classification?




We want to use binary classifications, so we don't collect information about individual people.


 I agree a lot

 I disagree a lot

 I agree a bit

 I disagree a bit

 I don't mind

 I don't know

## Question 27

Do you agree that there should be at least 10 employees in each ethnic group in the pay gap reports?




It would help employers collect information about groups of people and not individuals.


 I agree a lot

 I disagree a lot

 I agree a bit

 I disagree a bit

 I don't mind

 I don't know



## Question 28

Do you agree that employers should use the **Guidance document** from the Office for National Statistics to choose ethnic groups?




It would help employers collect information about groups of people and not individuals.


 I agree a lot

 I disagree a lot

 I agree a bit

 I disagree a bit

 I don't mind

 I don't know

Please write anything else you want to tell us about questions 26 to 28 in this box



## Question 29

Please write anything else you want to tell us about pay gap reports for ethnic minority employees in this box



## Question 30

**Do you agree everyone should use the binary approach for pay gap information about disabled employees?**



This means we would look at the difference in pay between people who are disabled and people who aren't.



I agree a lot



I disagree a lot



I agree a bit



I disagree a bit



I don't mind



I don't know

## Question 31

**What do you think about using The Equality Act 2010 for the meaning of the word disability?**









### Question 32

Do you agree that there should be at least 10 employees in each group of disabled employees?



It would help employers collect information about groups of people and not individuals.

	I agree a lot	<input type="checkbox"/>
	I agree a bit	<input type="checkbox"/>
	I don't mind	<input type="checkbox"/>

	I disagree a lot	<input type="checkbox"/>
	I disagree a bit	<input type="checkbox"/>
	I don't know	<input type="checkbox"/>

Please write anything else you want to tell us about questions 30 to 32 in this box



### Question 33

Please write anything else you want to tell us about pay gap reports for disabled employees in this box



**Questions  
about you**

## Question 1

Are you filling in this form as part of an organisation or for yourself?

Please choose the box that is right for you.



I am filling in this form as an employer or a business.

If you tick this box, go to **Section A** on page **30**.

I am filling in this form as an organisation or network of employers or employees.

If you tick this box, go to **Section B** on page **34**.

I am filling in this form as another type of organisation.

If you tick this box, go to **Section C** on page **39**.

I am filling in this form as myself.

If you tick this box, go to **Section D** on page **44**.

## Question 2

What is the name of your organisation?



## Question 3

Why are you interested in this survey?



## Question 4

How many employees work at your organisation?



1 to 24

25 to 249

250 to 999

1,000 or more



## Question 5

Where does your organisation work?

England

Wales

Northern Ireland

Scotland

England and Wales

The UK. This means England, Wales, Northern Ireland and Scotland

## Question 6

Which sector does your organisation work in?  
You can choose more than 1 answer.



Public

Private

Voluntary

Other – If you chose **Other**, please tell us what



## Question 7

Which industry does your organisation work in?  
You can choose more than 1 answer.



Agriculture and forestry

Construction

Education and research

Energy and mining

Entertainment

Finance and banking

Health and social care

Hospitality and retail

Information technology

Legal

Leisure and tourism

Manufacturing

Public sector

Recruitment and human resources

Transportation and logistics

Other – If you chose **Other**, please tell us what



## Question 8

What is your job in the organisation?



CEO or something like this

Head of employer network

HR professional

Diversity and Inclusion professional

Other – If you chose **Other**, please tell us what



## Question 9

What is the name of your organisation or network?



## Question 10

Why are you interested in this survey?



## Question 11

What type of organisation or network is it?



We speak up for employees

We speak up for employers

We speak up for both employees and employers

Other – If you chose **Other**, please tell us what



## Question 12

How many members are there in your organisation or network?



1 to 24

25 to 249

250 to 999

1,000 or more

## Question 13

Where does your organisation or network work?



England

Wales

Northern Ireland

Scotland

England and Wales

The UK. This means England, Wales, Northern Ireland and Scotland

## Question 14

Which sector does your organisation work in?  
You can choose more than 1 answer.



Public

Private

Voluntary

Other – If you chose **Other**, please tell us what

## Question 15

Which type of organisation is it?  
You can choose more than 1 answer.



An organisation run by disabled people

A charity or organisation about a disability

A staff network of disabled employees

An ethnic minority organisation

An ethnicity staff network

A trade union

Other – If you chose **Other**, please tell us what

## Question 16

Which industry does your organisation work in?  
You can choose more than 1 answer.



Agriculture and forestry

Construction

Education and research

Energy and mining

Entertainment

Finance and banking

Health and social care

Hospitality and retail

Information technology

Legal

Leisure and tourism

Manufacturing

Public sector

Recruitment and human resources

Transportation and logistics

Other – If you chose **Other**, please tell us what

## Question 17

What is your job in the organisation?



CEO or something like this

Head of employer network

HR professional

Diversity and inclusion professional

Other – If you chose **Other**, please tell us what



## Question 18

What is the name of your organisation?



## Question 19

Why are you interested in this survey?



## Question 20

How many people are your answers for?



1 to 24

25 to 249

250 to 999

1,000 or more

## Question 21

Where does your organisation work?



England

Wales

Northern Ireland

Scotland

England and Wales

The UK. This means England, Wales,  
Northern Ireland and Scotland



## Question 22

Which sectors does your organisation work in?  
You can choose more than 1 answer.



Public

Private

Voluntary

Other – If you chose **Other**, please tell us what



## Question 23

Which type of organisation is it?  
You can choose more than 1 answer.



An organisation run by disabled people

A charity or organisation about a disability

A staff network of disabled employees

An ethnic minority organisation

An ethnicity staff network

A trade union

Other – If you chose **Other**, please tell us what



## Question 24

Which industries does your organisation work in?  
You can choose more than 1 answer.



Agriculture and forestry

Construction

Education and research

Energy and mining

Entertainment

Finance and banking

Health and social care

Hospitality and retail

Information technology

Legal

Leisure and tourism

Manufacturing

Public sector

Recruitment and human resources

Transportation and logistics

Other – If you chose **Other**, please tell us what

## Question 25

What is your job in the organisation?



CEO or something like this

Head of employer network

HR professional

Diversity and inclusion professional

Other – If you chose **Other**, please tell us what



### Question 26

Why are you interested in this survey?



### Question 27

Which of these things describes you?  
You can choose more than 1 answer.



Disabled

Neurodivergent

d/Deaf

Have a physical or mental health condition or illness that will probably last more than 1 year

None of these

Other

I don't want to say

## Question 28

Do you have a condition or illness that affects any of these things?

You can choose more than 1 answer.



Eyesight

Hearing

Mobility, like walking or climbing stairs

Manual skills, like carrying things or using a keyboard

Learning, understanding or concentrating

Memory

Mental health, like depression or anxiety

Stamina, breathing or fatigue

Social skills or behaviour, like autism

Other

None of these

I don't want to say

## Question 29

Where do you work most of the time? Or if you don't work, tell us where you live most of the time.



England

Wales

Northern Ireland

Scotland

England and Wales

The UK. This means England, Wales, Northern Ireland and Scotland

Other – If you chose **Other**, please tell us what



## Question 30

What is your ethnic group?



**Ethnic groups** are groups of people who are born in the same country or share the same language or culture.

### White

English, Welsh, Scottish, Northern Irish, British

Irish

Gypsy or Irish Traveller

Roma

Any other White background



### Mixed ethnicity

White and Black Caribbean

White and Black African

White and Asian

Any other Mixed or Multiple ethnic background



There are more choices on the next page

## Asian or Asian British

Bangladeshi

Chinese

Indian

Pakistani

Any other Asian background



## Black, Black British, Caribbean or African

Caribbean

African

Any other Black, Black British, Caribbean or African background



## Other Ethnic Groups

Arab

Other Ethnic Group



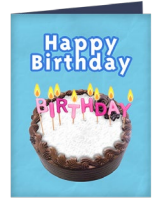
## I don't want to say

I don't want to say





**Question 31**  
**How old are you?**



- Younger than 25 years old
- 25 to 34 years old
- 35 to 44 years old
- 45 to 54 years old
- 55 to 65 years old
- Older than 65 years old
- I don't want to say

**Question 32**  
**What is your sex?**



- Female
- Male
- I don't want to say

## Question 33

Would you like to hear what happens with this survey?



Yes

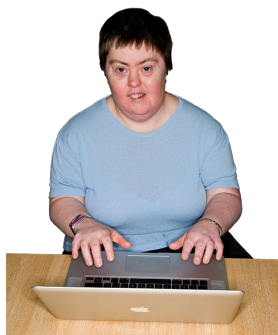
No



If you said yes, **click on this link.**

Then click on **get emails about this page.**

## How to send your answers



When you have filled in the survey, save it to your computer.



Attach it to an email and send it to us at this address

[equalitybill@cabinetoffice.gov.uk](mailto:equalitybill@cabinetoffice.gov.uk)

## If you have any questions



Write to us at this address

**Race Equality Unit**

**Cabinet Office**

**1 Horse Guards Road**

**London SW1A 2HQ**



Send an email to this address

[equalitybill@cabinetoffice.gov.uk](mailto:equalitybill@cabinetoffice.gov.uk)