



# Ethnicity and disability pay gap reporting

What people told us about giving everyone the same chances in their jobs.



# About this easy read



This is an easy read version of a report by an organisation called **Explain**.



It is about making sure different groups of people have the same chances to do well at work.



This easy read tells you about some of the things in the bigger report.



You do not have to read this easy read all at once if you don't want to.



You could ask someone to help you read it if you need to. read it if you need to.

# What is in this booklet

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# What we want to do



The Government wants everyone in the UK to have the same chances at work. We want people from all backgrounds to do well in life.



They want to make new **laws**. **Laws** are rules that everyone must follow.



The new laws are about helping 2 groups of people to do well in their jobs.



**Group 1:** People from ethnic minority groups.



**Group 2:** Disabled people.

# About ethnic minority groups



**Ethnic** means your race, culture and background.

Here are some kinds of ethnic groups:



- People who are White or White British.



- People who are Asian or Asian British.

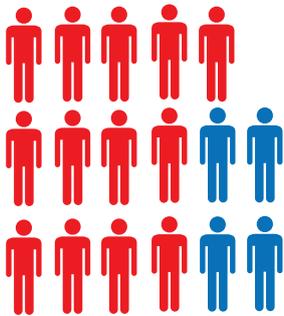


- People who are Black, Black British, Caribbean or African.



You can be from more than 1 ethnic group. Your mum might be White and your dad might be Black.

This would mean you are from a mixed ethnic group.



**Minority** means there is less of something.

An **ethnic minority group** is when there is a small group of people living in a country.



Most people in the UK are white British.



There are less Asian people living in the UK than there are White British people. This means an Asian person is in an ethnic minority group.

## About disability



A **disability** is something that affects your body or your **mind**.

Your **mind** controls how you think and feel.



A disability affects how you do day to day things.

# Pay gaps



A **pay gap** is the difference in pay between 2 groups of employees.



An **employer** is the person or place that people work for.



There are already some rules that say **big employers** must write reports about how much they pay men and women.



A **big employer** is a place with 250 or more workers.



These reports are called **gender pay gap reports**. They help men and women to get the same chances in their jobs.



People from ethnic minority groups and disabled people do not always have the same chances to do well in their jobs.



Some people from ethnic minority groups get paid less than white British people.



Lots of disabled people get paid less than people who are not disabled.



The Government wants employers to write reports called **ethnicity and disability pay gap reports**.



These reports will say how much employers pay people from ethnic minority groups. And how much they pay disabled people.



The reports must also say how much employers pay people who are White British and not disabled.

## Work we have already done



Before they can make new laws, the Government often ask people what they think.



In 2025, we asked people questions about our ideas for the new laws about reporting pay gaps.



Almost **860** people answered our questions.



People who answered our questions included Employers, disabled people and people from ethnic minority groups.



People answered our questions by filling in a form or writing to us.



People also came to meetings to tell us what they thought.



This report tells you about the things people said.

Parts	
1	6
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We have put the things we found out into 10 parts.

## Part 1: Pay gap reports



Almost **9 in 10** people said employers must write reports about:



- How much they pay people from ethnic minority groups.



- How much they pay disabled people.



- And how much they pay people who are White British and not disabled.



## Other things people said:

Work places will need information about how to write the reports.



It might be too much work for some work places.



Some workers might not want to share information about themselves.

## Part 2: Where reports should happen



Gender pay gap reports have to be written in England, Wales and Scotland.



All employers and charities have to write the reports.



In England **public organisations** have to write a gender pay gap report too.

**Public organisations** are things like hospitals, councils and the police.

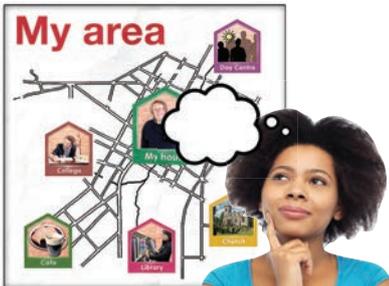


Almost **9 in 10** people said the new reports should be written in the same places as the gender pay gap.

## Other things people said:



This will make it easy to see what things are the same and what things are different between employers.



To understand a report properly, it is important to know about the local area that a work place is in.

## Part 3: Measuring pay gaps



**Measuring** means looking at how big something is.

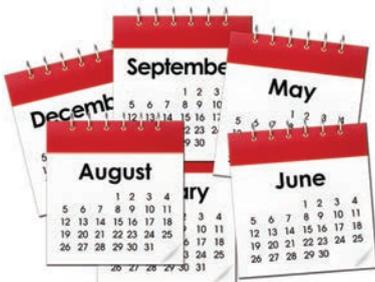


**8 in 10** people said we should measure all pay gaps in the same way.



**Other things people said:**

Reports could say things like how many hours people work.



And how long they stay in their jobs.

## Part 4: Reports about workers



Over **8 in 10** people said that the pay gap reports should show things like:



- How many workers there are overall.



- How many workers are from different ethnic groups.



- How many disabled workers there are.

### Other things people said:



These numbers will not be useful if workers do not tell their work place about their ethnic group or disability.

## Part 5: Sharing information



Almost **9 in 10** people said reports should say how many workers tell their employer about their ethnic group.

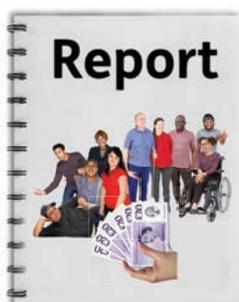


They should also say how many workers tell their employer about their disability.



### Other things people said:

Some workers do not want to say they are from an ethnic minority group or have a disability.



But this number will also tell people how useful the report is.

## Part 6: Making changes



Over **8 in 10** people said that employers should write plans called **action plans**.



These plans say what employers will do to make sure everyone has the same chances at work.



### Other things people said:

It is important to make sure that the plans actually happen.



Writing action plans could cost too much, and take a lot of time.



Help employers to understand how to make good action plans.

## Part 7: Public organisations



Over **8 in 10** people said public organisations should put extra information in their reports.



Things like which groups of people apply for jobs.



And which groups of people do well at work or which groups leave their jobs.

### Other things people said:



Extra information could be about how long people stay in their jobs. Or how many people join the organisation.

## Part 8: When reports should be sent



Over **8 in 10** people said that all pay gap reports should be sent on the same date.



**9 in 10** people said employers should share their reports on the same **website**.

A **website** is a place where you can get information. This might be on a computer, tablet or phone.



### Other things people said:

Making the dates the same will make it easier to write the reports.



Using the same website will also make it easier.



Some employers might still find it difficult to get information and write reports.

## Part 9: Making sure the reports happen



Over **8 in 10** people want us to check that employers write ethnicity and disability pay gap reports.



This already happens with gender pay gap reports.

### Other things people said:



The government could do more to make sure that organisations write their reports.

## Part 10: Collecting information and numbers

### Information about ethnic groups



We had some ideas about how to collect and put together information about people's ethnic group.



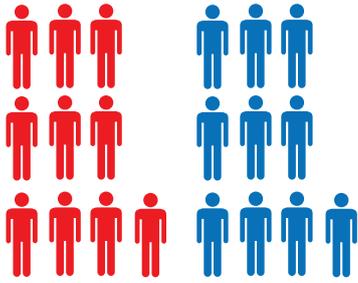
About **8 in 10** people agreed with our ideas.



Over 7 in 10 people said that the pay of White British people should be reported on.



And the pay of all other ethnic minority groups added together should be reported on.



Over **7 in 10** people also said that to be in the reports, each ethnic group should have 10 or more people.



This means if the organisation puts information in their report, it cannot be about 6 people who work for them.



It needs to be about at least 10 people before they can put it in the report.

### **Other things people said:**



Use the **GSS harmonised standards**. This is the name for how the government already collects information about ethnic groups.



People said that these standards miss out some groups, like Jews and Sikhs.



Some people thought that the 5 ethnic groups in the GSS standard are not enough.

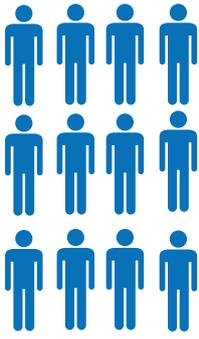


Some people said that 2 answers is enough:

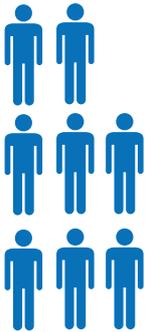
- You are in an ethnic minority group.



- You are not in an ethnic minority group.



Some people thought there should be more than 10 people in an ethnic group, to be included in the report.



Some people thought there should be less than 10 people in an ethnic group, to be included in the report.



Some people said that we should also include things like religion and where people live.



Some people said that an **independent** organisation should be in charge of pay gap reporting.

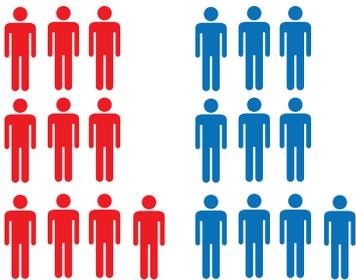


**Independent** means that they would not be part of the government.

## Information about disability



Over **7 in 10** said the pay of disabled and non-disabled people should be reported on.



Over **7 in 10** people said that to be in the reports, there should be 10 or more people in each group.



The law already says what disability means. People said we should still use the same meaning that the law uses now.

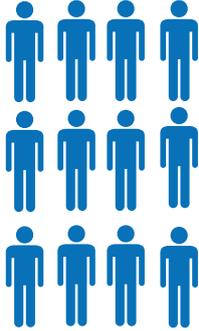


### Other things people said:

Some people like the way that the law describes disability. Some people do not.



Report all the different types of disability.



There should be more than 10 disabled people, for disability to be included in the report.



Workers should not feel forced to tell people about their disability.

## More information



We have another easy read report about the government's reply to the things people said.



You can read it here:

**[www.gov.uk/government/consultations/equality-race-and-disability-bill-mandatory-ethnicity-and-disability-pay-gap-reporting](http://www.gov.uk/government/consultations/equality-race-and-disability-bill-mandatory-ethnicity-and-disability-pay-gap-reporting)**