



UK Government



Ethnicity and disability pay gap reporting

What people told us about giving everyone the same chances in their jobs. And what the Government said about it.



About this easy read



This is the easy read of a bigger report by the UK Government called **Equality (Race and Disability) Bill: mandatory ethnicity and disability pay gap reporting - Government Response.**



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.

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.

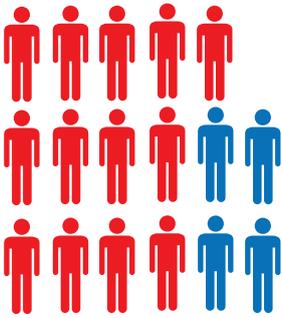


- People who are Black, Black British, Caribbean or African.



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.



The Government has looked at everyone's answers.



This report tells you about the things people said. And what the Government said about it.

Parts	
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4	9
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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.



What the Government said:

Big employers will have to write new pay gap reports about these things.



We will write some **guidance** for employers. **Guidance** is like rules that employers should follow.



It will help them to collect information and write reports.

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.

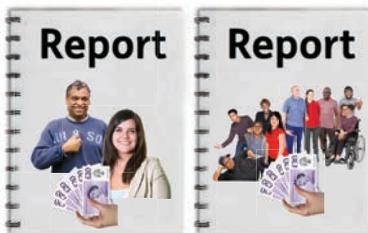


What the Government said:

The new pay gap reports will happen in the same places as gender pay gap reports.

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.

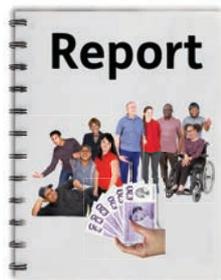
What the Government said:

We will measure ethnicity and disability pay gaps in the same way as gender pay gaps.



This will make it easier to write reports. And to look at how much different groups of people get paid.

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.

What the Government said:



Employers will have to show these things in their reports.



This will help employers to understand more about the people who work there.

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.



What the Government said:

The reports will say how many workers tell their employer about their ethnic group or disability.



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.



What the Government said:

We will make sure employers tell us what they are doing to make everyone can do well in their job.



We will give them information about good ways to do this.

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.

What the Government said:



Public organisations will not have to put extra information in their reports. But they can if they want to

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.

What the Government said:

Employers will use the same dates they already use for gender pay gap reports.



They will use the same websites too.

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.



What the Government said:

We will check that employers follow the new laws about ethnicity and disability pay gap 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.



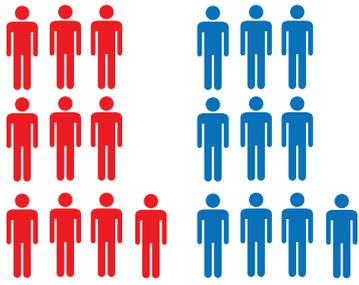
About **8 in 10** people agreed with our ideas.



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.

What the Government said:



We will go ahead with our ideas about how to collect and put together information about people's ethnic groups.



We are still thinking about how many people should be in each group.



Employers will report the pay of White people. And they will report on the pay of all people from an ethnic minority groups added together.

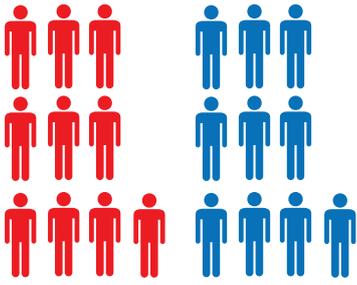


Employers will report on each minority group too if they can.

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.



What the Government said:

Employers will have to ask their staff if they have a disability or not. They will have to write this in their report.



We are still thinking about how many people should be in each group.



What happens next

We will keep working on the new laws.



We will write some guidance and other information to help employers with their pay gap reports.



We will decide exactly how employers should collect information about their workers. And how they should write it in a report.

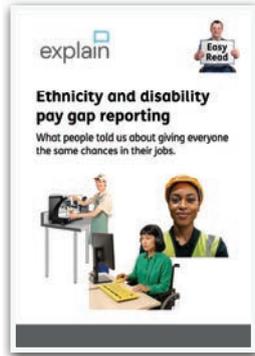


We will make sure we learn from gender pay gap reports.



This will help us make sure ethnicity and disability pay gap reports work well.

More information



We have another easy read report that gives you more information about the things people told us.



You can read it here:

www.gov.uk/government/consultations/equality-race-and-disability-bill-mandatory-ethnicity-and-disability-pay-gap-reporting