



UK Government



Equal Pay

Changing the law to make sure
people are paid the same

Tell us what you think



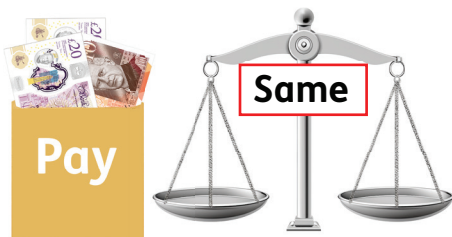
About this easy read survey



This is the easy read of a bigger survey called **Government consultation on equal pay and pay discrimination**.



It tells you about the main things in the bigger survey.



The survey is about making sure people who do the same or similar jobs get paid the same.



We are asking people what they think. Please answer our questions.

What is in this booklet



Page 1 About equal pay and pay discrimination



Page 4 Tell us what you think



Page 7 Questions for you part 1:
Clear information about pay



Page 14 Questions for you part 2:
Making sure people get equal pay



Page 18 Questions for you part 3: Making sure disabled people and people from ethnic minority groups are paid fairly



Page 29 Questions for you part 4:
Equal pay for contractors



Page 33 What happens next



Page 34 Privacy notice

About equal pay and pay discrimination



The Equality Act 2010 is a very important **law**.

Laws are rules that everyone should follow.



The Equality Act says that men and women should get **equal pay**.



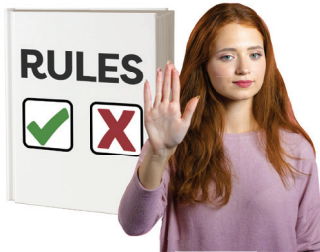
Equal pay means that people who do the same or similar kinds of jobs are paid the same.



This might be if a man and a woman both work in a cafe making food.



Equal pay means they are paid the same amount of money.



The Equality Act also has rules about trying to stop **pay discrimination**.



This is when some people are not paid fairly because of their disability or **ethnic minority group**.



Ethnic is about where you or your family were born.

Or what culture and background you are from.



Minority group means a small group in a place where most other people are in a different group.



In the UK, people who are not White British are part of an **ethnic minority group**.



When we talk about unfair pay in this booklet, we mean pay discrimination.



We want to change the law.



We want disabled people and people from ethnic minority groups to be paid fairly.



And when people do not get equal pay, we want to make it quick and easy to sort out.

Tell us what you think



We are asking lots of people about equal pay and changes to the law.



Please read this booklet and answer our questions.



You can ask someone to help you if you want to.



The person who is helping you must make sure that the answers are yours. They must not tell you what to think or say.

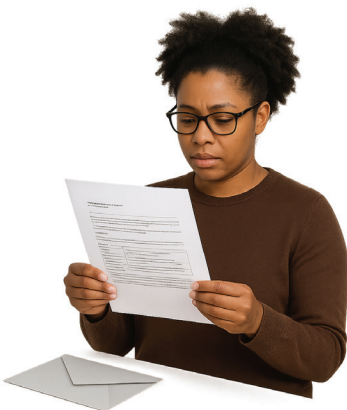


Your answers will help us to make changes that work well for everyone.



When you answer our questions, you should try not to put any **personal information**.

Personal information is information that tells people who you are. Things like your name, phone number and address.



Before you send us your answers, it is important you read our privacy notice on **page 36**.

It tells how we will use and look after the information you tell us.

How to send your answers back to us



You must send us your answers by:
5pm on Friday 27th October 2026



Post your answers to:

Equality Framework Team
Cabinet Office
1 Horse Guards Road
London
SW1A 2HQ



Or email your answers to:

equalpayconsultation@cabinetoffice.gov.uk

Part 1. Clear information about pay

Job adverts

A **job advert** is a way of telling someone about a job.



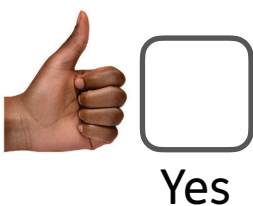
Some job adverts do not say how much people will get paid.



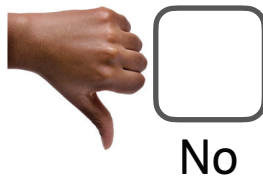
And some job adverts do tell people how much money they will get.



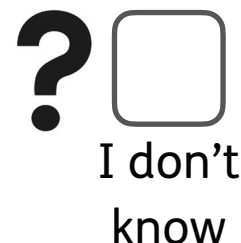
Question 1: Should job adverts tell people how much they will be paid?



Yes



No



I don't
know



Job adverts might show different information about pay.



Some job adverts don't tell you how much you will be paid.

They tell you the lowest amount you can get and the highest amount.



Some job adverts might just show exactly how much you will be paid.



Question 2: How much information about pay should be in job adverts?
Please write your answer in this box:



Finding out about the jobs people do

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



There are 2 ways that employers can show they are giving workers equal pay:



1. They can do equal pay audits.

An **equal pay audit** means finding out how much pay each worker gets.



And then looking at other information about them.
Things like if they are a man or a woman.



2. They can do job evaluations.

A **job evaluation** is a check about what skills and experience people need to do each job.



A worker can go to an **Employment Tribunal** if they think they have not had equal pay.

Or they think they have not been paid fairly.



They can do this if they cannot sort out the problem with their employer.



An **Employment Tribunal** is a bit like a court for workplace problems.



It helps to make decisions when a worker and their employer cannot agree.



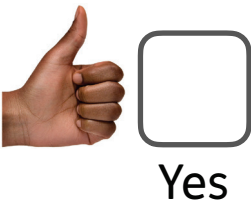
If an employer has not been giving workers equal pay, the Tribunal can tell them to do an equal pay audit.



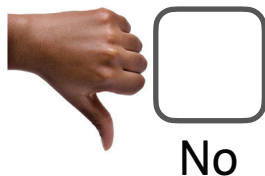
But there are some rules that can sometimes stop this from happening.



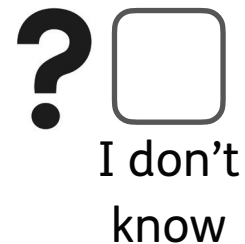
Question 3: Should we change the rules so that the Tribunal can tell more employers to do equal pay audits?



Yes



No



I don't
know



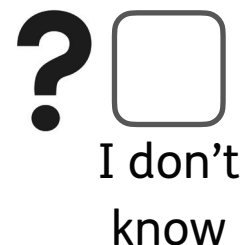
Question 4: Should the Tribunal also tell employers to do a job evaluation?



Yes



No



I don't
know

A questionnaire about equal pay

There used to be a questionnaire for workers who thought they were not getting equal pay.



It helped them to ask their employer questions about their job and how much they get paid.



The questionnaire helped to sort out problems before going to an Employment Tribunal.

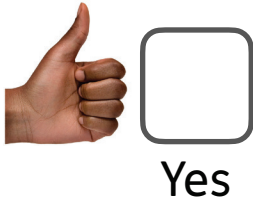


We could start using a questionnaire again.

This could help people who think they are not getting equal pay.



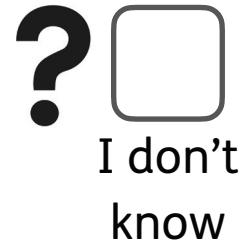
Question 5: Do you think a questionnaire would be helpful?



Yes



No



I don't
know

? ____
? ____
? ____
? ____

Question 6: What questions could we ask employers in the questionnaire?

Please write your answer in this box:

Part 2. Making sure people get equal pay



When an employer does not give people fair or equal pay, we need to make sure they put things right.



We want to start a group called an **Equal Pay Regulatory and Enforcement Unit**.



This will be a group of people.
Their job is to make sure that workers get fair and equal pay.



The Unit will write **guidance** for workers and employers.

Guidance is a bit like rules for workers and employers to follow.



This will help to stop people from getting paid less than others.



Question 7: Who should be in charge of the new Unit?



You can tick 1 box



The **Equality and Human Rights Commission**



The **Equality and Human Rights Commission** helps to make sure that people follow a law called the **Equality Act 2010**.



This law helps to make sure people are treated fairly.



And it makes sure that men and women get equal pay.

☐

The **Fair Work Agency**

The **Fair Work Agency** protects workers and helps to make sure that employers follow the law.

☐

A new organisation set up just for running the Unit



Question 8: Do you think the Unit should make employers collect and share information about how much they pay people?

☐

Yes

☐

No

☐

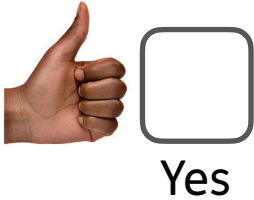
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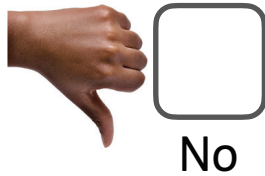
When an employer has not given people equal or fair pay, they will be given a list of things to change.



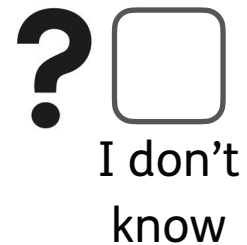
Question 9: Do you think that the Unit should check that employers make these changes?



Yes



No

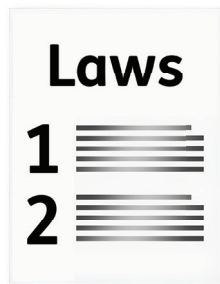


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know

Part 3. Making sure disabled people and people from ethnic minority groups are paid fairly



At the moment, there are laws about giving men and women equal pay.



There are different laws about giving disabled people and people from ethnic minority groups fair pay.



We want to make sure that these different laws help everyone in the same way.



We can do this by changing the laws in the Equality Act 2010.



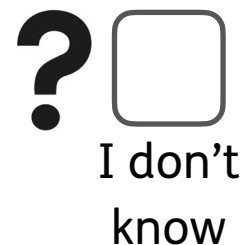
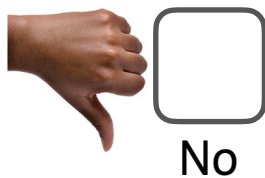
Question 10: Should we change the Equality Act to make laws about equal and fair pay better?



This means helping men and women to get equal pay.



And it means helping disabled people and people from ethnic minority groups to get fair pay.





When you work for someone, you have a **contract**.

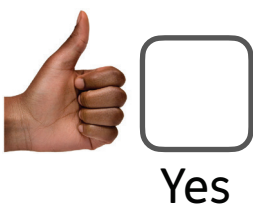
The **contract** says things like how often you will work and how much you will be paid.



Some workers may not get fair pay because of their disability or ethnic minority group.



Question 11: Should an Employment Tribunal make employers change their workers contracts if they get unfair pay?



Yes



No

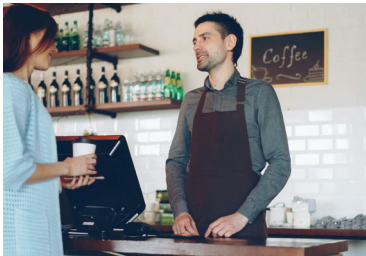


I don't
know



Looking at different jobs

There might be 2 different jobs in a cafe.



There might be a man who works at the till.



And there might be a woman who serves food.



These 2 jobs are not the same.
But they need similar skills.



They both take the same amount of time to learn.
And they are just as hard to do.



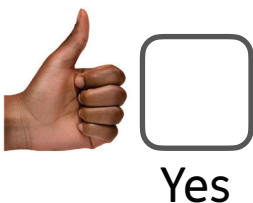
The law says that men and women with different jobs that need similar skills should get equal pay.



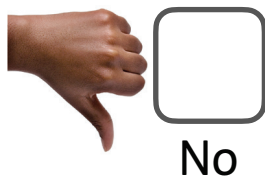
The law does not say this for disabled people and people from ethnic minority groups.



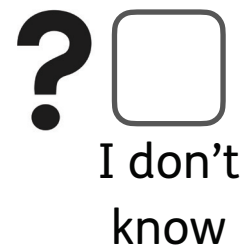
Question 12: Should we change the law so that it says the same for disabled people and people from ethnic minority groups?



Yes



No



I don't
know



It is against the law if an employer does not give men and women equal pay for the same work.



If an employer breaks this law, an Employment Tribunal can make them do an equal pay audit.



This helps to make sure men and women get equal pay in the future.



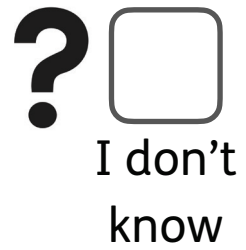
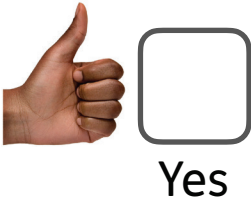
Right now, this rule only helps men and women.



It does not help disabled people or people from ethnic minority groups when they do not get fair pay.



Question 13: Should an Employment Tribunal be able to make employers do an equal pay audit if staff do not get fair pay?



Checking if you get paid the same as someone else doing your job



If you want to complain about not getting equal pay you must do these things.



Find a person of the **opposite sex** doing a similar job.

Opposite sex means if you are a woman you need to find a man doing the job.

If you are a man you need to find a woman doing the job.



Then you must look at your pay and how much the other person gets paid.



We want to change the law so that you can do this in 2 new situations.



You can't do this at the moment.

1. When someone takes over your job



If you leave your job, a person of the opposite sex might do your old job.

They might get paid more money for doing it.



You could say you were not paid enough when you were doing that job.

2. When your pay goes up after a new person starts work



A person of the opposite sex might start to do the same job or a similar job to you.

You boss might give them more money to do the job.



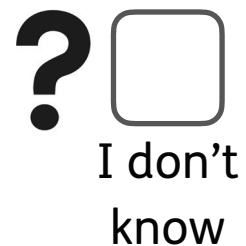
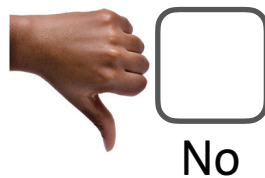
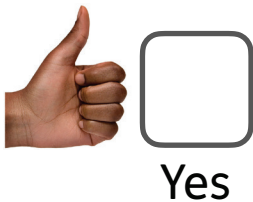
Then your boss might give you more money too, so you have equal pay.



You could say that you were not paid enough before the other person started working. You should have got more money all along.



Question 14: Should the law let people use these 2 ways to show they did not get equal pay in the past?





At the moment, workers must **complain** about not having equal pay within a set amount of time.

Complain means telling someone you are unhappy about something.



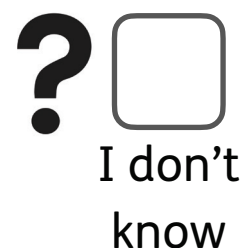
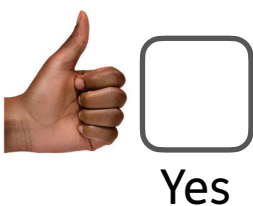
Sometimes, people need more time to complain.



Question 15: Should **judges** be allowed to give some people more time to complain about getting less pay?



Judges are people who make decisions about the law



Part 4. Equal pay for contractors



A **contractor** is someone who is paid to do a job or give a service.



Sometimes employers pay contractors to do some work, instead of their own workers.



This might be if a hospital sometimes needs cleaning work to be done.



Instead of paying a cleaner to work for the hospital all the time, they pay a contractor.



The contractor just comes to do the cleaning work that is needed.



The contractor does not work for the hospital.

They are not protected by the law in the same way as hospital workers.



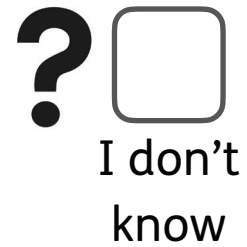
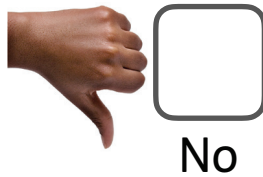
This means the contractor may get paid less than a hospital worker for doing the same job.



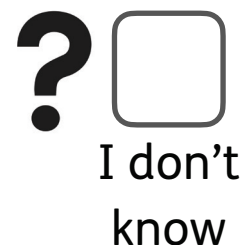
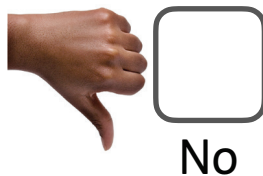
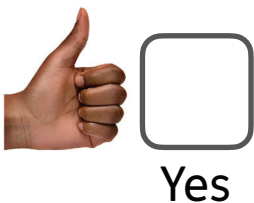
At the moment, the law says the contractor cannot complain about this.



Question 16: Do you think there should be rules to try to make employers give contractors equal pay?



Question 17: Do you think the new **Equal Pay Regulatory and Enforcement Unit** should make employers follow the rules and pay contractors fairly?





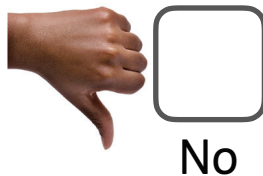
When employers break these rules, the Unit can tell the employers what they should do.



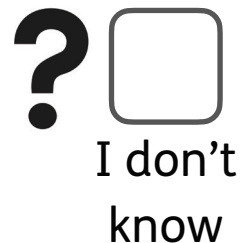
Question 18: Do you think employers should be asked to just fix things for the future? This is instead of paying people for things that happened in the past.



Yes



No



I don't
know

What happens next



We will use something called SmartSurvey on a computer to collect the answers to our questions.



We will learn from things that people tell us.

And we will use it to help us change the law.



This will help us to:

- Stop people from not having equal pay.



- Protect more people.

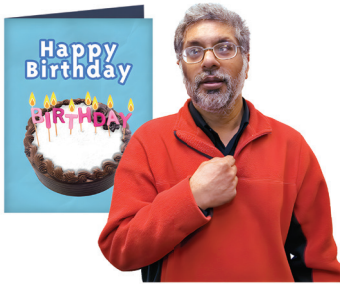


- Help people when they have not had equal pay.

Privacy notice



Our **privacy notice** tells you how we will use and look after the personal information you tell us.



When you answer our questions, we will get some information from you. Things like your age, your sex, and if you are a worker or an employer.



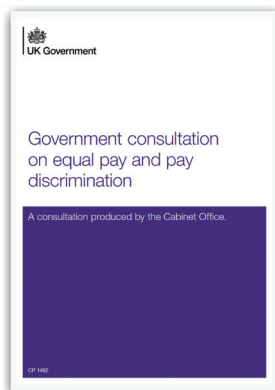
We will also have things you tell us in your answers.



We will follow the law about keeping your information safe and private.



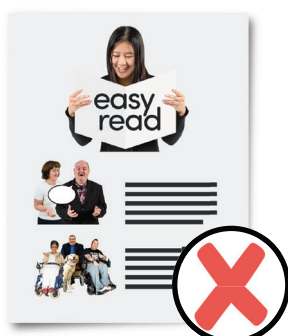
We will keep your answers for 3 years.
Then we will delete them.



We have more information about how
we look after your information in our
bigger survey.



You can find it on our website:
**[www.gov.uk/government/
consultations/equal-pay-and-pay-
discrimination](http://www.gov.uk/government/consultations/equal-pay-and-pay-discrimination)**



This information is not in easy read.

For more information



If you want more information, you can find the bigger survey on our website:

www.gov.uk/government/consultations/equal-pay-and-pay-discrimination