



HM Government

Gender pay gap reporting – guidance for employers

30th January 2017

Acas and the Government Equalities Office have published guidance relating to the gender pay gap reporting regulations published at the end of last year. Subject to parliamentary approval, the regulations are likely to become effective on 6th April 2017. Employers will be required to publish gender pay gap information with respect to 2017 by 5th April 2018.

The guidance is clearly written, contains worked examples and provides helpful insights in a number of areas including:

- The scope of the regulations and the basis of preparation for inputs.
- The steps employers will need to take to comply with the regulations.
- Further guidance on how companies can use the gender pay gap information and act to reduce the pay gap.

In addition, Acas have also provided:

- A template for employers to use when communicating gender pay gap information with their employees.
- A factsheet on the top ten myths around the gender pay gap reporting requirements (including the distinction between equal pay and the gender pay gap).

Coming soon: watch out for the Deloitte checklist for complying with the gender pay gap regulations.

The guidance and additional resources from Acas can be found [here](#).

If you have any questions or need any support in relation to the gender pay gap regulations, please contact your usual Deloitte contact or any of the names below.

People to contact

Stephen Cahill
Vice Chairman
020 7303 8801

Helen Beck
Partner
020 7007 8055

William Cohen
Partner
020 7007 2952
wacohen@deloitte.co.uk

Sally Cooper
Partner
020 7007 2809
sgcooper@deloitte.co.uk

Nicki Demby
Partner
020 7303 0083
ndemby@deloitte.co.uk

Anita Grant
Partner
011 8322 2861
anigrant@deloitte.co.uk

Juliet Halfhead
Partner
0121 695 5684
jhalfhead@deloitte.co.uk

Nick Hipwell
Partner
020 7007 8647
nhipwell@deloitte.co.uk

Rob Miller
Partner
020 7007 9631
robemiller@deloitte.co.uk

Mitul Shah
Partner
020 7007 2368
mitulshah@deloitte.co.uk

Anne-Sophie Blouin
Director
020 7007 1669
ablouin@deloitte.co.uk

John Cotton
Director
020 7007 2345
jdcotton@deloitte.co.uk

David Cullington
Director
020 7007 0899
dcullington@deloitte.co.uk

Clare Edwards
Director
020 7007 1997
clareedwards@deloitte.co.uk

James Harris
Director
020 7007 8818
jamesharris@deloitte.co.uk

Katie Kenny
Director
020 7007 2162
katkenny@deloitte.co.uk

Dennis Patrickson
Director
020 7007 1996
dpatrickson@deloitte.co.uk

Ali Sidat
Director
020 7007 2818
asidat@deloitte.co.uk

Julie Swann
Director
012 1695 5081
jswann@deloitte.co.uk

Shona Thomson
Director
020 7303 4965
shthomson@deloitte.co.uk



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