

Ethnicity Pay Gap Reporting – UK Timeline	
Date	Commentary
2016	Sajid Javid, then Business Secretary, launches a review of black and ethnic minority people in the workplace.
20 February 2017	Race in the Workplace: McGregor Smith Review published. This identifies that 14% of the UK working age population comes from a black or minority background yet only 10% are in the workforce. It also identifies that promotion is an issue due to lack of connections and bias and discrimination. It recommends that all employers with 50 or more employees publish ethnicity pay gap data.
April 2017	Gender Pay Gap reporting is introduced in the UK.
2018	The government adopts a voluntary approach to ethnicity pay gap reporting. However, only 11% of employers voluntarily report ethnicity pay gap data.
October 2018 – January 2019	Government consultation on ethnicity pay gap reporting. 300 responses are received to questions regarding what information should be reported by employers. It is identified that many employers do not collect ethnicity data, making it difficult to report on it.
February 2020	CBI Calls on companies with more than 250 employees to voluntarily report on ethnicity pay gap data.
June 2020	George Floyd murder in the US creates a social and cultural shift in thinking. There are also reports of the pandemic having unequal impact on women and different ethnic groups.
July 2020	Prime Minister Boris Johnson's government establishes a Commission on Race and Ethnicity Disparities. The government also states they are still analysing the results of the consultation that ended in January 2019. They state they will respond by the end of the year.
October 2020	30 business leaders sign an open letter to the Prime Minister asking for mandatory ethnicity pay gap reporting.
February 2021	The Women and Equality Select Committee calls on the government to publish proposals for ethnicity pay gap reporting in their report pursuant to its inquiry and report: " Unequal impact? Coronavirus and the gendered economic impact ".

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31 March 2021	The Commission on Race and Ethnicity Disparity publishes " The report of the Commission on Race and Ethnic Disparities ". It recommends that ethnicity pay gap reporting should be voluntary, not mandatory. The report's authors state this is because there is a lack of diversity in certain parts of the country. They say that out of 650 constituencies, 437 are 90% white. There is therefore not enough ethnic minority people to collect data from throughout the country. This report is strongly criticised for not calling for ethnicity pay gap reporting to be mandatory.
April 2021	Hogan Lovells and Business in the Community publish a report called "Guide for General Counsel: Insights into Ethnicity Pay Gap Reporting".
25 June 2021	The Trades Union Congress (TUC), Confederation of British Industry (CBI) and Equality and Human Rights Commission (EHRC) send a joint letter calling for mandatory ethnicity pay gap reporting to Prime Minister Boris Johnson.
September 2021	The Chartered Institute of Personnel and Development (CIPD) issues a guide to employers on ethnicity pay gap reporting.
16 September 2021	The Financial Conduct Authority (FCA) opens a call for evidence on diversity targets for listed companies. They focus on women and ethnic groups on boards.
20 September 2021	A petition signed by 130,000 people forces a parliamentary debate on ethnicity pay gap reporting. A petitions debate is a general debate that allows MPs to discuss the issue.
25 October 2021	The House of Lords debates the benefits of ethnicity pay gap reporting and calls for the introduction of mandatory ethnicity pay gap reporting.
23 November 2021	The House of Lords poses oral questions to Baroness Stedman-Scott, proposed by Lord Sikka, on the persistence of the gender pay gap and steps required to close it, with calls for measures that also tackle ethnicity and disability pay gaps.
14 Feb 2022	The House of Commons Women and Equalities Committee has recommended that the government make ethnicity pay gap reporting mandatory by April 2023.

<p>17th March 2022</p>	<p>Government issue their response to the Sewell report called Inclusive Britain. No proposal to make ethnicity pay gap reporting mandatory. Instead, the government commits to publishing guidance for employers who voluntarily wish to report on ethnicity pay gaps in their organisations. Guidance is expected in summer 2022.</p>
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