

Disability Pay Gap Reporting: Timeline

Date	Commentary
6 April 2017	The Government introduces mandatory gender pay gap reporting for employers with 250 or more employees. This sets a precedent for other types of pay gap reporting.
20 August 2018	The Equality and Human Rights Commission (EHRC) publishes guidance encouraging voluntary disability pay gap reporting - measuring-and-reporting-on-ethnicity-and-disability-pay-gaps_0.pdf
22 November 2018	The Government publishes a framework for voluntary reporting on disability, mental health, and wellbeing. It was developed by the government in partnership with large employers and expert partners, including leading charities - Voluntary reporting on disability, mental health and wellbeing - GOV.UK
2 December 2019	The ONS releases the first report on Disability pay gaps in the UK for 2018 data, Disability pay gaps in the UK - Office for National Statistics
16 December 2021 to 8 April 2022	The Disability Unit in the Cabinet Office ran a consultation on disability workforce reporting (DWR). Disability workforce reporting - GOV.UK
17 October 2023	The CIPD and Business Disability Forum publish joint guidance on disability workforce reporting, encouraging employers to collect and report data voluntarily - Disability workforce reporting CIPD
17 July 2024	The Equality (Race and Disability) Bill is announced in the King's Speech. The Labour government commits to introducing mandatory ethnicity and disability pay gap reporting. The King's Speech 2024 - GOV.UK
27 November 2024	The Trade Unions Congress publishes its Disability Pay and Employment Gaps report, revealing a 17.2% pay gap and calling for mandatory reporting - Disability pay and employment gaps TUC
3 March 2025	The Business Disability Forum publishes a comprehensive report on the challenges and unintended consequences of disability workforce and pay gap reporting - Towards-meaningful-disability-workforce-and-pay-gap-reporting-Full-Report-4.pdf
18 March 2025 to 10 June 2025	The Government's consultation on "Equality (Race and Disability) Bill: mandatory ethnicity and disability pay gap reporting" is launched and runs until 10 June 2025. Equality (Race and Disability) Bill: mandatory ethnicity and disability pay gap reporting - GOV.UK . The findings are currently being analysed.
7 April 2025 to 30 June 2025	The Office for Equality and Opportunity ran a call for evidence on areas of existing equality legislation and possible equality law reform, including pay discrimination on the basis of race and disability. Equality law call for evidence - GOV.UK