

**WRITTEN QUESTION TO THE CHIEF MINISTER  
BY DEPUTY L.M.C. DOUBLET OF ST. SAVIOUR  
QUESTION SUBMITTED ON MONDAY 26th APRIL 2021  
ANSWER TO BE TABLED ON TUESDAY 4th MAY 2021**

**Question**

Further to responses he gave during questions without notice on 20th April 2021, will the Chief Minister state what recommendations, or advice, will be given to companies on publishing data on the gender pay gap, with particular reference to –

- (a) the data that needs to be gathered or how it should be calculated;
- (b) how the data should be interpreted;
- (c) the manner in which the data should be presented; and
- (d) how any action plan should be presented in the event that a gender pay gap is revealed?

**Answer**

Local companies are encouraged to collate and publish gender pay gap information. This is currently voluntary but legislation will be considered in future years if large local companies do not start to provide these figures.

The UK Government provides comprehensive advice on collating and calculating gender pay gap statistics. This is available at <https://gender-pay-gap.service.gov.uk>.

This site includes:

- [Guidance on gender pay gap reporting for employers](#)  
Step-by-step guidance on preparing your gender pay gap information
- [Eight ways to understand your organisation's gender pay gap](#)  
Understanding the gender pay gap  
Identify potential causes of the gender pay gap in your organisation
- [Actions to close the gap](#)  
Closing the gender pay gap  
Recommended actions for employers that make a difference
- [Four steps to developing a gender pay gap action plan](#)  
A step by step guide for employers to develop an effective action plan

Similar guides are also available from a range of UK organisations for example, the CIPD has published: [Gender pay gap reporting: How to calculate, publish, and communicate your gender pay gap \(cipd.co.uk\)](#)

Jersey companies are asked to follow the UK guidelines as this will allow comparison with other Jersey and UK companies.