

Suspension of gender pay reports

The Government has confirmed that it will not enforce the usual deadlines for gender pay reporting - 30 March for public sector employers and 4 April for private sector employers - this year due to the impact of coronavirus.

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Please note: the information contained in this legal update is correct as of the original date of publication

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Suspension of gender pay gap reports will no doubt come as a great relief for employers who have not already completed this task, given the time and resources that the report can require. The relaxation of the rules is a reflection of the unprecedented pressures that organisations are feeling.

Advice for employers

However, whilst enforcement has been suspended, employers are still being encouraged by the CIPD to share their data when the current crisis has passed, particularly as many employers will already have been nearing completion of the report. Employers may therefore wish to (or feel obliged to) to release their data later in the year, to keep the momentum on attempts to close the gender pay gap.

Contact



Mark Hickson

Head of Business Development

onlineteaminbox@brownejacobson.com

+44 (0)370 270 6000

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