
STATUTORY INSTRUMENTS

2017 No. 172

**The Equality Act 2010 (Gender Pay
Gap Information) Regulations 2017**

Duty to publish annual information relating to pay

2.—(1) A relevant employer must publish, for 2017 and each subsequent year, the following information—

- (a) the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees (see regulation 8);
- (b) the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees (see regulation 9);
- (c) the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees (see regulation 10);
- (d) the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees (see regulation 11);
- (e) the proportions of male and female relevant employees who were paid bonus pay (see regulation 12); and
- (f) the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands (see regulation 13).

(2) The relevant employer must publish the information required by paragraph (1) within the period of 12 months beginning with the snapshot date.

(3) In compiling the information required by paragraph (1), the relevant employer is not required to include data relating to a relevant employee if—

- (a) the employee is employed under a contract personally to do work, and
- (b) the employer does not have, and it is not reasonably practicable for the employer to obtain, the data.