



Treasury Committee

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Maria Caulfield MP
Cabinet Office
1 Horse Guards Road
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via email

30 January 2024

Dear Maria,

Sexism in the City Inquiry – 17 January 2024

Thank you for appearing before the Committee on 17 January 2024.

You agreed to write to the Committee to tell us what you know about the use of ‘privileged investigations’ in cases of alleged harassment [Q279]. I look forward to receiving your reply.

In addition, I would be grateful if you could answer the following questions, which follow-up on some points discussed in the session:

Pay gaps

- You referred to a pay transparency pilot that is being set up. Can you confirm whether this is the same pilot announced in March 2022?¹ If so, why is it not yet under way? Would you provide further details about the pilot, including:
 - the planned timescale for the pilot and when you expect its conclusions to be published;
 - the extent to which financial services firms will be included in the pilot; and
 - whether, as you suggested, the publication of maternity and flexible working policies could be included in the pilot [Q280].

Harassment and misogyny

- The Worker Protection (Amendment of Equality Act 2010) Act 2023 will be enforced by the Equality and Human Rights Commission (EHRC). You told the Committee that you were due to have a meeting with the EHRC about their enforcement of the Worker Protection Act [Q256]. What have you learnt from that meeting about the EHRC's approach to enforcing the Act in the financial services sector, including the extent to which the EHRC plans to work with the FCA?

In line with the Committee's usual practice, I will be placing this letter and your reply in the public domain. I would be grateful for a reply by 9 February 2024.

With best wishes,

Harriett Baldwin MP
Chair of the Treasury Committee

¹ [Government launches pay transparency pilot to break down barriers for women](#)