

Debbie Abrahams MP, Chair
Work and Pensions Committee
House of Commons
London
SW1A 0AA

17 March 2025

Dear Debbie,

Equality (Race and Disability) Bill Public Consultation: mandatory ethnicity and disability pay gap reporting

We are writing to inform you that we are about to publish a consultation on key measures that we intend to include in the draft Equality (Race and Disability) Bill (the 'Equality Bill') on mandatory ethnicity and disability pay gap reporting.

As you know, the King's Speech last July announced our intention to publish the draft Equality Bill during this session and introduce mandatory ethnicity and disability pay gap reporting for large employers.

We know that the measures in the Equality Bill are of particular interest to you and your committee, and we are grateful for the committee's ongoing work and expertise to support disability law and policy.

The consultation seeks views on how to implement mandatory ethnicity and disability pay gap reporting in a way which is effective, meaningful and leads to better outcomes. This includes questions on how to define and compare different groups, which can be more complex compared to gender pay gap reporting. The responses to this consultation will help us shape the draft legislation.

The consultation will be followed by a separate call for evidence to inform other parts of the Bill, including making the right to equal pay effective for ethnic minority and disabled people.

We look forward to continuing to build a constructive relationship with your committee.

We have also informed the Women and Equalities Committee and the Business and Trade Committee of these upcoming publications.

Yours sincerely,



Seema Malhotra MP
Minister for Equalities



Rt Hon Sir Stephen Timms MP
Minister for Social Security and Disability