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Dear Catherine,

Thank you for your letter dated 27 July, regarding the Government's 2018 consultation on Ethnicity Pay Reporting (EPR), e-petition 300105 on introducing Ethnicity Pay Gap Reporting, and the debate scheduled for 20 September.

I do appreciate the frustration which people will feel about the time it is taking for the Government to respond to the 2018 consultation. I assure you that we remain committed to publishing it.

As you will be aware, at the end of March the Commission on Race and Ethnic Disparities published its report setting out the aspects of change it believes will catalyse the most effective way to meaningfully address race and ethnic disparity and inequality. Its recommendations covered ethnicity pay reporting and the Commission suggested that this should be taken forward on a voluntary basis, given the statistical and other challenges. Employers that choose to publish their ethnicity pay figures should publish a diagnosis and action plan to lay out the reasons for and the strategy to improve any disparities. The Commission recommended that to support employers undertaking this exercise, the Department for Business, Energy and Industrial Strategy should be tasked with producing guidance for employers to draw on.

We believe it makes most sense to set out our response to the consultation and to the Commission's report at the same time. We will do so in due course, once we have fully considered the Commission's findings and recommendations.

Thank you once again for taking the time to write on this matter.

Yours sincerely,

PAUL SCULLY MP
Minister for Small Business, Consumers & Labour Markets
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