



Department for
Business, Energy
& Industrial Strategy

Paul Scully MP

Department for Business, Energy &
Industrial Strategy
1 Victoria Street
London
SW1H 0ET

T +44 (0) 20 7215 5000
E enquiries@beis.gov.uk
W www.gov.uk

Caroline Nokes MP
Chair, Women and Equalities Committee
House of Commons
London
SW1A 0AA

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Dear Caroline,

Thank you for your email of 25th November regarding ethnicity pay gap reporting. I note your particular questions about the publication of the outcomes of our methodology testing exercise, and the Government's response to the ethnicity pay gap reporting consultation.

The Government is committed to taking action on this matter but we need to ensure that we focus on the right issues which will genuinely help to move us forward.

Key to that is determining what it makes sense to report on, and what use the data may be put to. It is clear from the consultation, more recently the Commission on Race and Ethnic Disparities Report and our subsequent discussions with employers and experts in the field that there are genuine difficulties in designing a methodology that provides accurate figures and one that allows for interpretation and meaningful action from employers, employees and the wider public.

I very much hope that I shall be in a position to say more shortly. But for the time being, I am afraid that all I can do is repeat what I said during the debate in September – that we continue to assess next steps and will set out our response in due course.

Yours sincerely,

PAUL SCULLY MP

Minister for Small Business, Consumers & Labour Markets
Minister for London