

The Rt Hon Kemi Badenoch MP,  
Government Equalities Office  
Cabinet Office  
70 Whitehall  
London  
SW1A 2AS

1 November 2022

Dear Minister,

**RE: Gender pay gap and Gender pensions gap**

Congratulations on your recent appointment as Minister for Women and Equalities. I am writing to you regarding gender pay gap reporting, as well as extending requirements to also cover the gender pensions gap.

As you will be aware, on the 4<sup>th</sup> October, then Prime Minister Liz Truss MP stated that her government would recategorize organisations with fewer than 500 staff as "small businesses", which would make them exempt from gender pay gap reporting. At the time, TUC General Secretary Frances O'Grady rightly warned that scrapping gender pay gap reporting "risks turning back the clock for women at work".

I therefore write to urge you to reconsider this decision. As Minister for Women and Equalities, you are in a unique position of being able to improve working life for women. Reversing this decision is the right thing to do. The increased transparency facilitated by gender pay reporting helps to encourage employers to pay attention to ensuring they are treating women fairly, as well as giving women workers choice and information.

Now is the time for an expansion of reporting, extending requirements on firms to cover the pensions pay gap. Women are significantly disadvantaged when it comes to taking their pensions, with a gap between the incomes of male and female pensioners of 37.9% in 2019.

At Community we believe that reporting on pay gaps is a powerful tool for supporting women at work. We are clear that gender pay, and pensions gap reporting should be a focus for businesses moving forward.

I look forward to hearing from you.

Yours sincerely,



**Roy Rickhuss CBE**  
**General Secretary, Community**