

**National Union of Journalists' submission to the Equality (Race and Disability)
Bill: mandatory ethnicity and disability pay gap reporting consultation.**

June 2025

The National Union of Journalists (NUJ) is the voice for journalism and journalists in the UK and Ireland. It was founded in 1907 and has more than 23,000 members working in broadcasting, newspapers, news agencies, magazines, book publishing, public relations, photography, videography and digital media.

The union is affiliated to the Trades Union Congress (TUC) and has a Black Members' Council that meets regularly, actively engaging with issues impacting Black Members of the union, including pay. The BMC monitors discrimination in employment practices in the media industry and campaigns to improve representation across sectors.

The NUJ is not affiliated to any political party. Laura Davison is the NUJ's general secretary.

Extending mandatory pay gap reporting to ethnicity and disability

1. Do you agree or disagree that large employers should have to report their

ethnicity pay gaps?

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☐
☐
☐
☐
☐

Strongly agree

Somewhat agree

Neither agree nor disagree

Somewhat disagree

Strongly disagree

Don't know or unsure

2. Do you agree or disagree that large employers should have to report their

disability pay gaps?

☐
☐
☐
☐
☐
☐
☐

Strongly agree

Somewhat agree

Neither agree nor disagree

Somewhat disagree

Strongly disagree

Don't know or
unsure

Comments on
this section:

The NUJ believes that large employers should be required to report on ethnicity and disability pay gaps.

The union represents members across a wide range of workplaces within sectors, including those smaller in size. We are keen to ensure that

consideration of thresholds do not invertedly permit smaller employers to evade their reporting responsibilities.

Geographical scope

3. Do you agree or disagree that ethnicity pay gap reporting should have the same geographical scope as gender pay gap reporting?

- ☒ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ Don't know or unsure

4. Do you agree or disagree that disability pay gap reporting should have the same geographical scope as gender pay gap reporting?

- ☒ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ Don't know or unsure

Don't know or unsure

Comments on this section:

Pay Gap Calculations

5. Do you agree or disagree that employers should report the same 6 measures for ethnicity pay gap reporting as for gender pay gap reporting?

- ☒ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ Don't know or unsure

6. Do you agree or disagree that employers should report the same 6 measures for disability pay gap reporting as for gender pay gap reporting?

- ☒ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree

☐ Don't know or unsure

The NUJ agrees that measures for reporting ethnicity and disability pay gap should be the same as for gender pay gap reporting. We also support proposals outlined in the TUC's submission for the following additional information to be reported. In addition, we believe it is crucial data is collected on freelance workers, who form a significant percentage of the workforce within journalism.

- a. An overall figure, comparing average hourly earnings of Black employees as a percentage of white employees' earnings. The average gap should be required on both a mean and median basis, since both calculation figures have pros and cons as indicators.
 - The pay gap between full-time and part-time Black and white employees
 - The pay gap between Black women and white male employees
 - The distribution of Black employees by quartiles of full-time equivalent earnings.
 - The proportion of Black and white employees doing part-time and full-time work and those employed on a permanent, fixed term or casual basis.
 - The pay gaps in basic pay and in additional payments such as bonuses, commission, overtime, recruitment and retention supplements between Black and white employees
- b. An overall figure, comparing average hourly earnings of disabled employees as a percentage of non-disabled employees' earnings. The average gap should be required on both a mean and median basis, since both calculation figures have pros and cons as indicators.
 - The pay gap between full-time and part-time disabled and non-disabled employees
 - The pay gap between disabled women and non-disabled male employees
 - The distribution of disabled employees by quartiles of full-time equivalent earnings.
 - The proportion of disabled and non-disabled employees doing part-time and full-time work and those employed on a permanent, fixed term or casual basis.
 - The pay gaps in basic pay and in additional payments such as bonuses, commission, overtime, recruitment and retention supplements between disabled and non-disabled employees.

7. Do you agree or disagree that large employers should have to report on the ethnic breakdown of their workforce?

☐ Strongly agree
☐ Somewhat agree

- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ Don't know or unsure

8. Do you agree or disagree that large employers should have to report on the breakdown of their workforce by disability status?

- ☒ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ Don't know or unsure

The NUJ supports publication of detailed data where employers hold this information. We note complex requirements for employers could pose an obstacle to necessary reporting, so encourage clear guidance on how employers can meet their obligations as expected.

Requirements should seek to encourage transparency and ensuring participation will require recognition that smaller employers may be restricted if required to publish ethnicity pay data across full census categories, as they will need to ensure they do not breach the confidentiality of their workforce where there are lower levels of Black employees.

There must be an appropriate balance struck to ensure smaller employers do not evade their reporting responsibilities by simply stating requirements are burdensome. For many NUJ members, whether those directly employed or freelance, the impact of accurate reporting figures with action plans to demonstrate commitments to improvements, will be a positive development.

9. Do you agree or disagree that large employers should have to submit data on the percentage of employees who did not state their ethnicity?

- ☒ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ Don't know or unsure

10. Do you agree or disagree that large employers should have to submit data on the percentage of employees who did not state their disability status?

- ☒ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree

☐
☐

Strongly disagree

Don't know or
unsure
Comments on
this section:

Action Plans

11. Do you agree or disagree that employers should have to produce an action plan about what they are doing to improve workplace equality for ethnic minority employees?

☐
☐
☐
☐
☐
☐

Strongly agree

Somewhat agree

Neither agree nor disagree

Somewhat disagree

Strongly disagree

Don't know or
unsure
Comment:

The NUJ agrees with this position and believes greater transparency by employers must be embedded within action plans. Employees should have knowledge and clear guidance on where they can access information about their company's published pay data. This requirement should be mandated by legislation.

We support the TUC's view that employers should be required to produce a narrative explaining how figures were arrived at, with evidence-based statements on what they consider to be the main causes of any ethnicity/disability pay gaps. This is crucial to hold employers to account for their actions and forward planning, and prevent publication of figures without next steps determined to tackle concerns.

12. Do you agree or disagree that employers should have to produce an action plan about what they are doing to improve workplace equality for disabled employees?

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Strongly agree

Somewhat agree

Neither agree nor disagree

Somewhat disagree

Strongly disagree

Don't know or unsure

Comment:

Inclusion in action plans of steps outlined by employers to tackle the issues facing disabled workers seeking access to reasonable adjustments would be welcome, and a good opportunity as wider review of plans is underway.

Additional reporting requirements for public bodies

13. Do you agree or disagree that public bodies should also have to report on pay differences between ethnic groups by grade and/or salary bands?

☐

Strongly agree

☐

Somewhat agree

☐

Neither agree nor disagree

☐

Somewhat disagree

☐

Strongly disagree

☐

Don't know or unsure

14. Do you agree or disagree that public bodies should also have to report on recruitment, retention and progression by ethnicity?

☐

Strongly agree

☐

Somewhat agree

☐

Neither agree nor disagree

☐

Somewhat disagree

☐

Strongly disagree

☐

Don't know or unsure

15. If public bodies have to report on recruitment, retention and progression by ethnicity, what data do you think they should have to report?

The NUJ agrees with this position and would welcome reporting on:

1. An overall figure, comparing average hourly earnings of Black employees as a percentage of white employees' earnings. The average gap should be required on both a mean and median basis, since both calculation figures have pros and cons as indicators.
2. The pay gap between directly employed and freelance Black and white employees
3. The pay gap between full-time and part-time Black and white employees
4. The pay gap between Black women and white male employees.
5. The distribution of Black employees by quartiles of full-time equivalent earnings.
6. The proportion of Black and white employees doing part-time and full-time work and those employed on a permanent, fixed term or casual basis.
7. The pay gaps in basic pay and in additional payments such as bonuses, commission, overtime, recruitment and retention supplements between Black and white employees.
8. The percentage of employees who have shared information relating to their ethnicity to inform the calculation of the information listed above.

16. Do you agree or disagree that public bodies should have to report on pay differences between disabled and non disabled employees, by grade and/or salary bands?

☐

Strongly agree

- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ Don't know or unsure

17. Do you agree or disagree that public bodies should have to report on recruitment, retention and progression by disability?

- ☒ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ Don't know or unsure

18. If public bodies have to report on recruitment, retention and progression by disability, what data do you think they should have to report?

The NUJ also believes aligned with the TUC's view, that the following should be reported:

- An overall figure, comparing average hourly earnings of disabled employees as a percentage of non-disabled employees' earnings. The average gap should be required on both a mean and median basis, since both calculation figures have pros and cons as indicators.
- The pay gap between full-time and part-time disabled and non-disabled employees
- The pay gap between disabled women and non-disabled male employees
- The distribution of disabled employees by quartiles of full-time equivalent earnings.
- The proportion of disabled and non-disabled employees doing part-time and full-time work and those employed on a permanent, fixed term or casual basis.
- The pay gaps in basic pay and in additional payments such as bonuses, commission, overtime, recruitment and retention supplements between disabled and non-disabled employees.

Dates and deadlines

19. Do you agree or disagree that ethnicity pay gap reporting should have the same reporting dates as gender pay gap reporting?

- ☒ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ Don't know or unsure

20. Do you agree or disagree that disability pay gap reporting should have the same reporting dates as gender pay gap reporting?

☐
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Strongly agree

Somewhat agree

Neither agree nor disagree

Somewhat disagree

Strongly disagree

Don't know or unsure

21. Do you agree or disagree that ethnicity pay gap data should be reported online in a similar way to the gender pay gap service?

☐
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Strongly agree

Somewhat agree

Neither agree nor disagree

Somewhat disagree

Strongly disagree

Don't know or unsure

22. Do you agree or disagree that disability pay gap data should be reported online in a similar way to the gender pay gap service?

☐
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Strongly agree

Somewhat agree

Neither agree nor disagree

Somewhat disagree

Strongly disagree

Don't know or unsure

Enforcement

23. Do you agree or disagree that ethnicity pay gap reporting should have the same enforcement policy as gender pay gap reporting?

☐
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Strongly agree

Somewhat agree

Neither agree nor disagree

Somewhat disagree

Strongly disagree

Don't know or unsure

24. Do you agree or disagree that disability pay gap reporting should have the same enforcement policy as gender pay gap reporting?

☐
☐
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Strongly agree

Somewhat agree

Neither agree nor disagree

Somewhat disagree

Strongly disagree

Don't know or unsure

The NUJ would like to see effective enforcement of compliance with ethnicity and disability pay gap reporting. This should extend beyond checking whether employers have published their data and instead review the accuracy of data and action plans. Without this, we risk employers taking sustained action to improve their gap reporting, knowing the enforcement mechanisms are no suitable deterrent.

We support the TUC's call in its submission for greater enforcement powers to the EHRC as regulator, to issue compliance notices and to enforce notices through court orders, holding those who fail to comply with notices to account by issuing fines. The current maximum penalty of £5,000 through the route of applying for a court order could be increased through powers granted to the EHRC, ensuring employers face increased financial penalties that do serve as a deterrent.

Ethnicity: data collection and calculations

25. Do you agree or disagree that large employers should collect ethnicity data using the GSS harmonised standards for ethnicity?

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Strongly agree

Somewhat agree

Neither agree nor disagree

Somewhat disagree

Strongly disagree

Don't know or
unsure

Comment:

The NUJ believes priority should be given to a system of classification that allows for ethnicity pay gap data to be clearly reported. To tackle the discrimination experienced by Black groups in the labour market, we need a system that encourages transparent participation to address structural issues. We support the TUC's view that the primary purpose of any pay gap reporting system as highlighting where and how racial discrimination manifests itself in the labour market and ensuring that this is effectively addressed by employers.

For questions 26- 29:

The NUJ recognises that with the requirements introduced by legislation, some employers will be collating information on ethnic monitoring for the first time. We urge a system of monitoring that is clear and avoids overly complex and burdensome requirements, to encourage participation and avoid evasion of responsibilities.

Disability: data collection and calculations
Comparing pay across employee groups

30. Do you agree or disagree with using the 'binary' approach (comparing the pay of disabled and non-disabled employees) to report disability pay gap data?

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ Don't know or unsure

31. Do you have any feedback on our proposal to use the Equality Act 2010 definition of 'disability' for pay gap reporting?

32. Do you agree or disagree that there should be at least 10 employees in each group being compared (for example, disabled and non-disabled employees)? This would avoid disclosing information about individual employees.

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree