

Susi Castle

Women & Equalities Select Committee
Committee Office
House of Commons
Palace of Westminster
London
SW1A 0AA

Introducing mandatory ethnicity pay gap reporting

Dear Women & Equalities Select Committee,

I am a member of the Women's Equality Party and have been politically engaged on women's issues for a number of years now.

Though our work is not yet done I believe there is an even more pressing issue we need to address.

I have been watching current events unfold with increasing helplessness and despair.

I don't believe that we as a nation are doing enough to protect Black, Asian and other minority ethnic groups, and to ensure that they have the same freedoms and opportunities that others are offered. As a white person I know that I'm part of the problem.

I would like to ask the Women & Equalities Select Committee to advocate for introducing ethnicity pay gap reporting similar to the gender pay gap legislation we currently benefit from. I think we should all be making ourselves accountable on the issue of discrimination based on ethnicity.

Though we already have access to some level of data through the Office for National Statistics this is simply not enough to accelerate change and does not currently hold businesses to account for their inaction. For example, London – where I live – has the largest pay gap, with ethnic minority groups earning 21.7% less than white employees, on average.

I believe this is a pressing issue – though only a small piece of the change we should all be making – and I hope that it is something you can investigate and recommend.

Finally, thank you for your current investigation into *'Unequal impact: Coronavirus (Covid-19) and the impact on people with protected characteristics'*. I hope that your findings will be released as a matter of urgency.

Respectfully yours,

Susi Castle