

Our ref: **FOI1196**

Date: 25 April 2018

Email:

Dear XXXX

Subject: Freedom of Information Request

Thank you for your email dated 18 April 2018 in which you made the following request:

“I read this on your website: <https://www.equalityhumanrights.com/en/our-work/news/'last-chance-saloon'-employers-report-their-gender-pay-gap>

It states that, in relation to the gender pay gap regulations, “enforcement action will start when the Commission writes to all employers who have not complied with the law.”

“The letters will be sent on 9 April and employers will be given 28 days to comply before an investigation takes place and an unlawful act notice is issued. Failure to comply with the regulations will ultimately lead to an unlimited fine decided by the courts.”

Please could you provide information on the number of those letters sent on 9 April. If for any reason these letters were not sent on 9 April, please provide details of the number of letters that were sent on other days (eg 350 on 10 April, 445 on 11 April, etc).

Please also provide an example of the content of the letter that was sent. I will be happy with an anonymised version.”

Response

The Commission sent out 1456 letters to employers who had not reported their gender pay gap, all posted on 9 April 2018.

Template versions of the letters sent are being disclosed to you alongside this letter. Please note that the templates have been redacted to remove information which engages the S40(2) Personal information exemption. Further information about this exemption and how we have applied it can be found in Annex A.

If you are unhappy with our response and wish to request an internal review of our decision please write to the Corporate Correspondence Team within 40 days of receiving this letter setting out your reasons at:

Email: foi@equalityhumanrights.com

or

Equality and Human Rights Commission
2nd Floor Arndale House
The Arndale Centre
Manchester
M4 3AQ

During the independent review the handling of your information request will be reassessed by Commission staff afresh.

If following the review you are not content with the outcome you may apply directly to the Information Commissioner's Office (ICO) at:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Generally the ICO cannot provide a decision until you have exhausted the review process within the Equality and Human Rights Commission.

If the Commission can be of any further assistance please contact us using the details provided below.

Yours sincerely

Tel: 0161 829 8100 | **Email:** foi@equalityhumanrights.com

2nd Floor, Arndale House, The Arndale Centre, Manchester, M4 3AQ

www.equalityhumanrights.com  [@ehrc](https://twitter.com/ehrc)  



EHRC Corporate Correspondence Team

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