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STATUTORY INSTRUMENTS

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**2017 No. 353**

**EQUALITY**

**The Equality Act 2010 (Specific Duties  
and Public Authorities) Regulations 2017**

*Made* - - - - - *9th March 2017*

*Coming into force* *31st March 2017*

**THE EQUALITY ACT 2010 (SPECIFIC DUTIES  
AND PUBLIC AUTHORITIES) REGULATIONS 2017**

1. Citation, commencement and interpretation
  2. Meaning of “employment”
  3. Gender pay gap reporting
  4. Publication of information
  5. Equality objectives
  6. Manner of publication
  7. Monitor and the NHS Trust Development Authority
  8. Amendment of Schedule 19 to the Act
  9. Revocation, saving and transitional provision
- Signature

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SCHEDULE 1 — Gender pay gap reporting

1. (1) In this Schedule— “bonus pay” has the meaning given...
2. Duty to publish annual information relating to pay
3. Meaning of “ordinary pay”
4. Meaning of “bonus pay”
5. Meaning of the “pay period” and the “relevant pay period”
6. Meaning of “hourly rate of pay”
7. Employee's working hours in a week
8. Difference in mean hourly rate of pay
9. Difference in median hourly rate of pay
10. Difference in mean bonus pay
11. Difference in median bonus pay
12. Proportion of male and female employees who were paid bonus pay
13. Proportion of male and female employees according to quartile pay bands

**Changes to legislation:** The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 is up to date with all changes known to be in force on or before 04 February 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

14. Manner of publication

SCHEDULE 2 — Public authorities required to publish information

Armed Forces

Broadcasting

The Channel Four Television Corporation, except in respect of—

The Welsh Authority (as defined by section 56(1) of the...

Civil liberties

The Information Commissioner.

Court services and legal services

The Judicial Appointments Commission.

The Legal Services Board.

Criminal justice

Her Majesty's Chief Inspector of Constabulary.

Her Majesty's Chief Inspector of the Crown Prosecution Service.

Her Majesty's Chief Inspector of Prisons.

Her Majesty's Chief Inspector of Probation for England and Wales....

The Parole Board for England and Wales.

A probation trust established by an order made under section...

The Youth Justice Board for England and Wales.

Education

The governing body of an institution in England within the...

The governing body of an institution in England within the...

The Office for Students.

A local authority in England with respect to the pupil...

The proprietor of a City Technology College, City College for...

The Student Loans Company Limited.

Environment, housing and development

The Homes and Communities Agency.

Natural England.

Health, social care and social security

An integrated care board established under Chapter A3 of Part...

...

The Health Research Authority.

...

...

An NHS foundation trust within the meaning given by section...

An NHS trust established under section 25 of that Act....

NHS England.

The National Institute for Health and Care Excellence.

A Special Health Authority established under section 28 of the...

Industry, business, finance etc.

The Bank of England, in respect of its public functions....

The Board of the Pension Protection Fund.

The Civil Aviation Authority.

The Coal Authority.

The Construction Industry Training Board.

The Engineering Construction Industry Training Board.

The Financial Conduct Authority.

The National Audit Office.

The Nuclear Decommissioning Authority.

The Office for Budget Responsibility.

The Office of Communications.

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The Oil and Gas Authority.  
The Prudential Regulation Authority.  
Local government  
A combined authority established by an order made under section...  
The Common Council of the City of London in its...  
The Council of the Isles of Scilly.  
A county council or district council in England.  
An economic prosperity board established by an order made under...  
A fire and rescue authority constituted by a scheme under...  
A fire and rescue authority created by an order under...  
The Greater London Authority.  
A joint committee constituted in accordance with section 102(1)(b) of...  
A London borough council.  
The London Fire Commissioner.  
A National Park authority established by an order under section...  
A Passenger Transport Executive for an integrated transport area in...  
Transport for London.  
Ministers of the Crown and government departments  
A Minister of the Crown.  
Parliamentary and devolved bodies  
The Scottish Parliamentary Corporate Body.  
Police  
A chief constable of a police force maintained under section...  
The Chief Inspector of the UK Border Agency.  
The Civil Nuclear Police Authority.  
The College of Policing.  
The Commissioner of Police for the City of London.  
The Commissioner of Police of the Metropolis.  
The Common Council of the City of London in its...  
The Independent Police Complaints Commission.  
The Mayor's Office for Policing and Crime established under section...  
A police and crime commissioner established under section 1 of...  
Regulators  
The Gambling Commission.  
The Gangmasters and Labour Abuse Authority.  
The General Council of the Bar, in respect of its...  
The Health and Safety Executive.  
The Law Society of England and Wales, in respect of...  
The Office for Nuclear Regulation.  
The Pensions Regulator.  
The Regulator of Social Housing.  
The Security Industry Authority.  
Social Work England.  
Transport  
A strategic highways company appointed under section 1 of the...  
Network Rail Limited .

#### SCHEDULE 3 — Amendments to Schedule 19 of the Act

1. Part 1 of Schedule 19 to the Act (public authorities:...
2. Under the heading “Industry, business, finance etc”—
3. Under the heading “Local government”— (a) omit “The Standards Board...
4. Under the heading “Other educational bodies”, for “The proprietor of...

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5. Under the heading “Regulators”— (a) omit— “The Association of Authorised...
6. After the entries for “Regulators”, insert— Transport High Speed Two...
7. Part 2 of Schedule 19 to the Act is amended...
8. Under the heading “Other public authorities”, for “The Care Council...
9. Until section 67(3) of the Regulation and Inspection of Social...

Explanatory Note

**Changes to legislation:**

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**Changes and effects yet to be applied to :**

- Sch. 2 words inserted by [S.I. 2023/948 reg. 2\(2\)](#)