
WELSH STATUTORY INSTRUMENTS

2011 No. 1064

**The Equality Act 2010 (Statutory
Duties) (Wales) Regulations 2011**

Pay and action plans

11.—(1) An authority must, when considering what its equality objectives should be, have due regard to the need to have equality objectives that address the causes of any differences between the pay of any person or persons employed by the authority (“P”) who (as the case may be)—

- (a) has a protected characteristic;
- (b) share a protected characteristic,

and those who do not where either the first or second condition is met.

The first condition is that the difference is for a reason that is related to the fact that P has or share that protected characteristic (as the case may be).

The second condition is that it appears to the authority to be reasonably likely that the difference is for a reason that is related to the fact that P has or share that protected characteristic (as the case may be).

(2) The arrangements referred to in regulation 7(1) must also contain arrangements for identifying and collecting information about—

- (a) any differences between the pay of persons referred to in paragraph (1); and
- (b) the causes of any such differences.

(3) Where an authority—

- (a) has, in accordance with paragraph (1), identified any gender pay difference; and
- (b) has not published an equality objective to address the causes of that difference,

the authority must publish reasons for its decision not to publish such an objective.