



## Updates on the Equality (Race and Disability) Bill

On 17 July 2024, the King's Speech outlined the UK Government's legislative agenda, including priorities aimed at promoting security, fairness, and opportunity for all. Among the 40 proposed bills is the draft Equality (Race and Disability) Bill. This draft bill requires organisations to expand their focus on fairness and equality in the workforce and reinforces the Government's commitment to creating a more equal society in which people can thrive whatever their background. The four key measures of the proposed bill are:

1. Extending pay gap reporting to ethnicity and disability for employers with more than 250 employees;
2. Enshrining in law the full right to equal pay for ethnic minorities and disabled people;
3. Ensuring that outsourcing of services can no longer be used by employers to avoid equal pay; and
4. Implementing a regulatory and enforcement unit for equal pay with involvement from trade unions.

### Government consultation on ethnicity and disability pay gap reporting

On 18 March 2025, the UK Government released a [consultation](#) on introducing mandatory ethnicity and disability pay gap reporting, covering the first key measure of the proposed bill. The consultation aims to address pay disparities and discrimination based on race and disability and will close on 10 June 2025.

An overview of the details of the consultation can be found in this [PwC Briefing](#). Additionally, PwC hosted a webinar where they were joined by a guest speaker from the Government's Office for Equality and Opportunity to discuss the consultation and its implications for firms. You can find the recording of the webinar [here](#).

### Government call for evidence on equality law

On 7 April 2025, the UK Government published a [call for evidence](#) on equality law. This is another opportunity for employers to provide insights and experiences to help shape the future of the proposed bill. The call for evidence covers various areas such as workplace pay equality, discrimination, harassment and enforcement, seeking input on how equality laws are working in practice and where there might be gaps or improvements needed. The aim is to gather real-life experiences from businesses and individuals to ensure that the laws are effective and fair. Feedback can be provided until 30 June 2025.

**For further information, help or to discuss the implications of these proposals for your firm, please contact Alison Wade ([alison.c.wade@pwc.com](mailto:alison.c.wade@pwc.com)) and Kasia Jazeel ([kasia.x.jazeel@pwc.com](mailto:kasia.x.jazeel@pwc.com)).**