

# Questionnaire: Consultation on a draft Code of Practice on equal pay

Thank you for taking part in this formal consultation on our draft Code of Practice on equal pay.

In line with our statutory powers, the Equality and Human Rights Commission is producing statutory codes to cover all aspects of the new Equality Act. The purpose of the draft Code of Practice on equal pay is to explain the new statutory provisions on equal pay to ensure that the law is applied consistently by lower courts and tribunals, and to make the law accessible to a wider audience, such as those who have obligations and those who have rights or their representatives.

Please use this questionnaire to identify any sections where you think we have not accurately explained the new obligations and rights under the law. Once the consultation period has concluded we will use the completed questionnaires to inform the final drafting of the codes before they are laid before Parliament. We would be most grateful if you could complete this questionnaire. Please answer each question by ticking the relevant box and writing any comments in the boxes provided. We welcome both positive and negative comments. Please send your written responses to:

Draft codes of practice consultation  
Equality and Human Rights Commission  
FREEPOST RRLG-GHUX-CTR  
Arndale House, Arndale Centre,  
Manchester M4 3AQ

Responses can also be sent electronically to:  
**[COPConsult@equalityhumanrights.com](mailto:COPConsult@equalityhumanrights.com)**

For further copies or copies in accessible formats, please see the back page. You can access the online questionnaire from our website at:  
**[www.equalityhumanrights.com](http://www.equalityhumanrights.com)**

The closing date for this consultation is 2 April 2010.  
We must receive your comments on or before that date.

**Please fill in the name and address (or that of your organisation if relevant).**

Name

Name of organisation and position held (where relevant)

Address and postcode

# Section one: You and your organisation

Responses will remain confidential unless respondents indicate by ticking this box  that they may be made available to the public on request. Please note that responses will not be attributed to individuals in any circumstances.

The answers you give in this section will enable us to have a better understanding of who has responded to this consultation.

**Q1. Please indicate where you are based.**

Please tick one box only

England

Scotland

Wales

**Q2. In which capacity are you responding to this questionnaire?**

Please tick all boxes that apply

a) For a central, devolved or local government body

b) For a representative organisation

i. Voluntary Organisation

ii. Trade Union or Professional Association

iii. Other – please tick box and describe opposite

- c) As an employer
- d) As an employee
- e) As a service provider
- f) As a service user
- g) As an adviser
- h) As an individual

**Q3. If you are responding on behalf of an organisation, how many people does it employ?**

- Up to 50
- 51 to 100
- 101 to 500
- 501 to 1,000
- 1,001 to 5,000
- 5,001 and over
- Don't know

# Section two

- Introduction

## **Clauses**

- Equal pay for equal work
- Like work
- Work rated as equivalent
- Work of equal value
- Comparators
- Choice of comparators
- Sex Equality clause
- Non-contractual rights
- Material factor defence
- Equal pay and maternity leave
- Employment Tribunals
- Obtaining and disclosing pay information – protected pay discussions
- Equal pay questionnaires
- Confidentiality
- Occupational pension schemes/Sex Equality Rule
- Maternity equality in pension schemes
- Enforcement
- Time limits for equal pay claims
- Equal pay awards and remedies
- Protection against victimisation

## **Part 2 – Equal pay: good practice**

### **Clauses**

This section of the questionnaire covers the individual clauses in the Equality Act relating to equal pay.

# Introduction

**Q1. To what extent do you agree or disagree that this section explains the code in relation to equal pay?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. To what extent do you agree or disagree that this section explains the status of the code in relation to equal pay?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. To what extent do you agree or disagree that this section explains the application of the code in relation to equal pay?**

Please tick one box only

- |                           |                          |
|---------------------------|--------------------------|
| Strongly agree            | <input type="checkbox"/> |
| Tend to agree             | <input type="checkbox"/> |
| Neither agree or disagree | <input type="checkbox"/> |
| Tend to disagree          | <input type="checkbox"/> |
| Strongly disagree         | <input type="checkbox"/> |
| Don't know                | <input type="checkbox"/> |

**Q6. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q7. To what extent do you agree or disagree that this section explains how to use the code?**

Please tick one box only

Strongly agree

Tend to agree

Neither agree nor disagree

Tend to disagree

Strongly disagree

Don't know

**Q8. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q9. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

# Equal pay for equal work

**Q1. Do you agree or disagree that this section clearly explains the relevant law?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are the definitions you need to understand this section included?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. Where examples illustrate the text, please tick the relevant box.**

Please tick one box only

Too many examples

Too few examples

**Q6. Overall do you find the use of examples helpful / appropriate?**

Yes

No

**Q7. If your answer to Q6 was 'No' please state which examples you found unhelpful and how they could be improved. Please write in the box below.**

**Q8. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

## Like work

**Q1. Do you agree or disagree that this section clearly explains the relevant law?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are the definitions you need to understand this section included?**

Please tick one box only

Strongly agree

Tend to agree

Neither agree nor disagree

Tend to disagree

Strongly disagree

Don't know

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. Where examples illustrate the text, please tick the relevant box.**

Please tick one box only

Too many examples

Too few examples

**Q6. Overall do you find the use of examples helpful/appropriate?**

Yes

No

**Q7. If your answer to Q6 was 'No' please state which examples you found unhelpful and how they could be improved. Please write in the box below.**

**Q8. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

## Work rated as equivalent

**Q1. Do you agree or disagree that this section clearly explains the relevant law?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are the definitions you need to understand this section included?**

Please tick one box only

Strongly agree

Tend to agree

Neither agree nor disagree

Tend to disagree

Strongly disagree

Don't know

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. Where examples illustrate the text, please tick the relevant box.**

Please tick one box only

Too many examples

Too few examples

**Q6. Overall do you find the use of examples helpful / appropriate?**

Yes

No

**Q7. If your answer to Q6 was 'No' please state which examples you found unhelpful and how they could be improved. Please write in the box below.**

**Q8. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

## Work of equal value

**Q1. Do you agree or disagree that this section clearly explains the relevant law?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are the definitions you need to understand this section included?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. Where examples illustrate the text, please tick the relevant box.**  
Please tick one box only

Too many examples

Too few examples

**Q6. Overall do you find the use of examples helpful / appropriate?**

Yes

No

**Q7. If your answer to Q6 was 'No' please state which examples you found unhelpful and how they could be improved. Please write in the box below.**

**Q8. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

## Comparators

**Q1. Do you agree or disagree that this section clearly explains the relevant law?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are the definitions you need to understand this section included?**

Please tick one box only

Strongly agree

Tend to agree

Neither agree nor disagree

Tend to disagree

Strongly disagree

Don't know

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. Where examples illustrate the text, please tick the relevant box.**

Please tick one box only

Too many examples

Too few examples

**Q6. Overall do you find the use of examples helpful / appropriate?**

Yes

No

**Q7. If your answer to Q6 was 'No' please state which examples you found unhelpful and how they could be improved. Please write in the box below.**

**Q8. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

# Sex Equality Clause

**Q1. Do you agree or disagree that this section clearly explains the relevant law?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are the definitions you need to understand this section included?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. Where examples illustrate the text, please tick the relevant box.**  
Please tick one box only

Too many examples

Too few examples

**Q6. Overall do you find the use of examples helpful / appropriate?**

Yes

No

**Q7. If your answer to Q6 was 'No' please state which examples you found unhelpful and how they could be improved. Please write in the box below.**

**Q8. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

## Non-contractual rights

**Q1. Do you agree or disagree that this section clearly explains the relevant law?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are the definitions you need to understand this section included?**

Please tick one box only

Strongly agree

Tend to agree

Neither agree nor disagree

Tend to disagree

Strongly disagree

Don't know

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. Where examples illustrate the text, please tick the relevant box.**

Please tick one box only

Too many examples

Too few examples

**Q6. Overall do you find the use of examples helpful / appropriate?**

Yes

No

**Q7. If your answer to Q6 was 'No' please state which examples you found unhelpful and how they could be improved. Please write in the box below.**

**Q8. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

# Material factor defence

**Q1. Do you agree or disagree that this section clearly explains the relevant law?**

Please tick one box only

Strongly agree

Tend to agree

Neither agree nor disagree

Tend to disagree

Strongly disagree

Don't know

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are the definitions you need to understand this section included?**

Please tick one box only

Strongly agree

Tend to agree

Neither agree nor disagree

Tend to disagree

Strongly disagree

Don't know

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. Where examples illustrate the text, please tick the relevant box.**

Please tick one box only

Too many examples

Too few examples

**Q6. Overall do you find the use of examples helpful / appropriate?**

Yes

No

**Q7. If your answer to Q6 was 'No' please state which examples you found unhelpful and how they could be improved. Please write in the box below.**

**Q8. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

# Equal pay and maternity leave

**Q1. Do you agree or disagree that this section clearly explains the relevant law?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are the definitions you need to understand this section included?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. Where examples illustrate the text, please tick the relevant box.**  
Please tick one box only

- Too many examples
- Too few examples

**Q6. Overall do you find the use of examples helpful / appropriate?**

- Yes
- No

**Q7. If your answer to Q6 was 'No' please state which examples you found unhelpful and how they could be improved. Please write in the box below.**

**Q8. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

## Burden of proof

**Q1. Do you agree or disagree that this section clearly explains the relevant law?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are the definitions you need to understand this section included?**

Please tick one box only

Strongly agree

Tend to agree

Neither agree nor disagree

Tend to disagree

Strongly disagree

Don't know

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. Where examples illustrate the text, please tick the relevant box.**

Please tick one box only

Too many examples

Too few examples

**Q6. Overall do you find the use of examples helpful / appropriate?**

Yes

No

**Q7. If your answer to Q6 was 'No' please state which examples you found unhelpful and how they could be improved. Please write in the box below.**

**Q8. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

# Employment Tribunals

**Q1. Do you agree or disagree that this section clearly explains the relevant law?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are the definitions you need to understand this section included?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. Where examples illustrate the text, please tick the relevant box.**  
Please tick one box only

- Too many examples
- Too few examples

**Q6. Overall do you find the use of examples helpful / appropriate?**

- Yes
- No

**Q7. If your answer to Q6 was 'No' please state which examples you found unhelpful and how they could be improved. Please write in the box below.**

**Q8. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

## Obtaining and disclosing pay information - protected pay discussions

**Q1. To what extent do you agree or disagree that this section clearly explains the new provisions?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are the definitions you need to understand this section included?**

Please tick one box only

Strongly agree

Tend to agree

Neither agree nor disagree

Tend to disagree

Strongly disagree

Don't know

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. Where examples illustrate the text, please tick the relevant box.**

Please tick one box only

Too many examples

Too few examples

**Q6. Overall do you find the use of examples helpful / appropriate?**

Yes

No

**Q7. If your answer to Q6 was 'No' please state which examples you found unhelpful and how they could be improved. Please write in the box below.**

**Q8. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

# Equal Pay questionnaires

**Q1. Do you agree or disagree that this section clearly explains the relevant law?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are the definitions you need to understand this section included?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. Where examples illustrate the text, please tick the relevant box.**

Please tick one box only

Too many examples

Too few examples

**Q6. Overall do you find the use of examples helpful / appropriate?**

Yes

No

**Q7. If your answer to Q6 was 'No' please state which examples you found unhelpful and how they could be improved. Please write in the box below.**

**Q8. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

## Confidentiality

**Q1. Do you agree or disagree that this section clearly explains the relevant law?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are the definitions you need to understand this section included?**

Please tick one box only

Strongly agree

Tend to agree

Neither agree nor disagree

Tend to disagree

Strongly disagree

Don't know

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. Where examples illustrate the text, please tick the relevant box.**

Please tick one box only

Too many examples

Too few examples

**Q6. Overall do you find the use of examples helpful / appropriate?**

Yes

No

**Q7. If your answer to Q6 was 'No' please state which examples you found unhelpful and how they could be improved. Please write in the box below.**

**Q8. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

# Occupational pension schemes / Sex Equality Rule (including sex equality and maternity equality rule)

**Q1. Do you agree or disagree that this section clearly explains the relevant law?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are the definitions you need to understand this section included?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. Where examples illustrate the text, please tick the relevant box.**  
Please tick one box only

Too many examples

Too few examples

**Q6. Overall do you find the use of examples helpful / appropriate?**

Yes

No

**Q7. If your answer to Q6 was 'No' please state which examples you found unhelpful and how they could be improved. Please write in the box below.**

**Q8. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

## Maternity equality in pension schemes

**Q1. Do you agree or disagree that this section clearly explains the relevant law?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are the definitions you need to understand this section included?**

Please tick one box only

Strongly agree

Tend to agree

Neither agree nor disagree

Tend to disagree

Strongly disagree

Don't know

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. Where examples illustrate the text, please tick the relevant box.**

Please tick one box only

Too many examples

Too few examples

**Q6. Overall do you find the use of examples helpful / appropriate?**

Yes

No

**Q7. If your answer to Q6 was 'No' please state which examples you found unhelpful and how they could be improved. Please write in the box below.**

**Q8. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

# Enforcement

**Q1. Do you agree or disagree that this section clearly explains the relevant law?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are the definitions you need to understand this section included?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. Where examples illustrate the text, please tick the relevant box.**  
Please tick one box only

Too many examples

Too few examples

**Q6. Overall do you find the use of examples helpful / appropriate?**

Yes

No

**Q7. If your answer to Q6 was 'No' please state which examples you found unhelpful and how they could be improved. Please write in the box below.**

**Q8. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

## Time limits for Equal Pay claims

**Q1. Do you agree or disagree that this section clearly explains the relevant law?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are the definitions you need to understand this section included?**

Please tick one box only

Strongly agree

Tend to agree

Neither agree nor disagree

Tend to disagree

Strongly disagree

Don't know

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. Where examples illustrate the text, please tick the relevant box.**

Please tick one box only

Too many examples

Too few examples

**Q6. Overall do you find the use of examples helpful / appropriate?**

Yes

No

**Q7. If your answer to Q6 was 'No' please state which examples you found unhelpful and how they could be improved. Please write in the box below.**

**Q8. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

# Equal Pay awards and remedies

**Q1. Do you agree or disagree that this section clearly explains the relevant law?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are the definitions you need to understand this section included?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. Where examples illustrate the text, please tick the relevant box.**  
Please tick one box only

Too many examples

Too few examples

**Q6. Overall do you find the use of examples helpful / appropriate?**

Yes

No

**Q7. If your answer to Q6 was 'No' please state which examples you found unhelpful and how they could be improved. Please write in the box below.**

**Q8. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

## Protection against victimisation

**Q1. Do you agree or disagree that this section clearly explains the relevant law?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are the definitions you need to understand this section included?**

Please tick one box only

Strongly agree

Tend to agree

Neither agree nor disagree

Tend to disagree

Strongly disagree

Don't know

**Q4. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q5. Where examples illustrate the text, please tick the relevant box.**

Please tick one box only

Too many examples

Too few examples

**Q6. Overall do you find the use of examples helpful / appropriate?**

Yes

No

**Q7. If your answer to Q6 was 'No' please state which examples you found unhelpful and how they could be improved. Please write in the box below.**

**Q8. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

## Part 2 - Equal Pay: good practice

**Q1. To what extent do you agree or disagree that this section is useful?**

Please tick one box only

- |                            |                          |
|----------------------------|--------------------------|
| Strongly agree             | <input type="checkbox"/> |
| Tend to agree              | <input type="checkbox"/> |
| Neither agree nor disagree | <input type="checkbox"/> |
| Tend to disagree           | <input type="checkbox"/> |
| Strongly disagree          | <input type="checkbox"/> |
| Don't know                 | <input type="checkbox"/> |

**Q2. If you disagree, please tell us where it is unclear and / or how it could be improved. Please write in the box below.**

**Q3. Are there any other comments that you would like to make about this section?**

Where relevant please mention paragraph numbers. We welcome both positive and negative comments. Please write in the box below.

Thank you for completing the questionnaire.

# Contacts

## England

Arndale House  
Arndale Centre  
Manchester M4 3AQ

Freepost  
RRLG-GHUX-CTR

### **Helpline:**

Main number  
0845 604 6610

Textphone  
0845 604 6620

Fax  
0845 604 6630

## Scotland

The Optima Building  
58 Robertson Street  
Glasgow G2 8DU

Freepost  
RRLG-GYLB-UJTA

### **Helpline:**

Main number  
0845 604 5510

Textphone  
0845 604 5520

Fax  
0845 604 5530

## Wales

3rd Floor  
3 Callaghan Square  
Cardiff CF10 5BT

Freepost  
RRLR-UEYB-UYZL

### **Helpline:**

Main number  
0845 604 8810

Textphone  
0845 604 8820

Fax  
0845 604 8830

Helpline opening times:  
Monday to Friday: 9am-5pm

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