
STATES OF JERSEY



JERSEY'S GENDER PAY GAP (FOLLOW-UP) REPORT (S.R.6/2022): RESPONSE OF THE CHIEF MINISTER

**Presented to the States on 8th March 2023
by the Chief Minister**

STATES GREFFE

**JERSEY'S GENDER PAY GAP (FOLLOW-UP) REPORT (S.R.6/2022):
RESPONSE OF THE CHIEF MINISTER**

Ministerial Response to:	S.R.6/2022
Ministerial Response required by:	8 May 2023
Review title:	Jersey's Gender Pay Gap (follow-up) report
Scrutiny Panel:	Gender Pay Gap Review Panel

INTRODUCTION

The Chief Minister is grateful for the opportunity to comment on the follow-up review by the Gender Pay Gap Review Panel and is pleased to accept the proposed recommendations. The Council of Ministers is committed to tackling issues of gender pay as a matter of priority.

FINDINGS

	Findings	Comments
1	There has been little or no progress made in closing the gender pay gap since 2019, which has been fuelled by the Covid-19 pandemic.	<p>As a result of recent additional Government investment into Statistics Jersey, it is now possible to use administrative data that is already held by the Government to produce the first median earnings report. By using such data, Statistics Jersey have been able to publish experimental all-economy gender pay gap data for Jersey for the very first time for June 2016 to June 2022, with detailed breakdowns by industry and age. This report indeed shows that the gender pay gap, at 12%, was at its highest in 2022. As such, it is agreed that the Pandemic was clearly a disrupter to employment markets.</p> <p>The gender pay gap reduced to 4% during 2020, partly as industries were affected differently by the pandemic, with a lower impact seen on sectors which employ over half of females such as financial and legal activities, public, and information and communication. Over half of the net reduction in female employees were in the lowest pay quarter, while the number of male employees in the lowest pay quarter was essentially unchanged between June 2019 and June 2020.</p>

	Findings	Comments
		Although international comparisons show that this is lower than the OECD average, and lower than the UK, the Council of Ministers does not believe it is acceptable for Jersey to have a gap of that size, or any size.
2	In PwC's Channel Islands Women in Work Index 2021, it found that workplace gender inequality in the Channel Islands increased between 2017 and 2019, with Jersey falling from 20th to 24th of the 35 jurisdictions examined.	Agree with this statement, as outlined above.
3	Jersey's first public sector gender pay gap report was published in October 2019 which showed the difference in the average (median) pay between all men and women in the workforce was 18.3%. In the Government's second report detailing the 2020 figures the median average has gone up from 18.3% to 24.3%. Therefore, the gender pay gap in the public sector has widened.	<p>The soon-to-be published Annual Report and Accounts 2022 provides information relating to fair pay. The methodology has been updated to be more in line with UK government guidelines. The data shows Median Hourly Pay Gap has worsened from 12.25% in 2021 to 15.01% for 2022. The Mean Hourly Pay Gap in the Public Sector has improved from 14.33% in 2021 to 14.07% in 2022.</p> <p>The Government of Jersey will publish its 2022 Gender Pay Gap report in due course.</p>
4	In the public sector there are more men in senior roles than women. Although just over 65% of the workforce are female, the majority are in the lower salary bands.	<p>We have continued to increase diversity and representation at senior levels. For example:</p> <ul style="list-style-type: none"> • Chief Officers (inc CEO) – 60% male and 40% female • Senior Leadership Group – 62% male and 38% female • Senior Manager Group – 52% male and 48% female <p>Our recruitment strategy seeks to challenge stereotypical imagery, including outreach into schools to show the range of roles and careers open to people. At the application stage, new technology solutions may allow us to build out bias in selection processes, but this is not a simple task. We will be focusing on areas with skills gaps and recruitment challenges in the first instance.</p> <p>The SEB sponsored Board apprenticeships for women within the public sector into the private</p>

	Findings	Comments
		sector. We are maintaining our commitment to grow this programme.
5	Without statutory reporting lines, very few private sector organisations currently disclose their gender pay gap.	<p>Agree with this statement.</p> <p>This Council of Ministers is committed to publishing the Island-wide gender pay gap data on an annual basis. We will continue dialogue with business groups to understand how to encourage companies to adopt their own gender pay gap analysis voluntarily. We will also discuss with business groups how a mandatory requirement might work.</p> <p>In the interim, many organisations in the Private Sector are already supplementing the family friendly employment laws introduced by the Government, with their own policies to address gender inequality at the recruitment and talent development phases.</p> <p>Jersey Post, for example, should be congratulated for conducting its own gender pay gap analysis which was published in its Annual Report. By generating the data and publishing it, private companies can start a dialogue with their employees and challenge internally some of the factors that are contributing to it.</p>
6	The Government's People Strategy outlines its ambition to be a forward-thinking organisation, which offers high-quality public services, values its people and grows its talent for the future. Through this Strategy, the Government has committed to take action in relation to diversity, equality and inclusion.	<p>Agree with this statement. The Government of Jersey is taking steps to address insufficiencies in matters of diversity, equality, and inclusion. Structured pay grades and scales are in place and there is also increased flexibility in working practices, particularly for working parents as part of the Flexible Working Policy. We have also developed the IWILL network and an additional internal mentoring programme for Public Sector employees. Additionally, as part of the Government's commitment to address deficiencies in diversity and equality, since 2022 a number of Employee Led Networks (ELN) have been established to consider such matters (for example, the Menopause Café who have been instrumental in helping to shape a policy change in the way menopause related absence from work is recorded).</p> <p>The Government of Jersey is an 'equal opportunities' employer and encourage a diverse</p>

	Findings	Comments
		representation in job applications, interviews and roles.
7	<p>The Government has launched a Flex Positive initiative which aims to provide flexible working across the public sector. The Panel welcomes this approach, particularly as it received evidence in 2019 that some women found that</p> <p>options were limited in terms of succeeding in their career whilst having to juggle childcare responsibilities with work.</p>	Agree with this statement.
8	<p>The Panel welcomes the appointment of a Diversity, Equity and Inclusion (DEI) Consultant in November 2021 whose role is to deliver the Diversity, Equity and Inclusion Strategy, currently being finalised by the Government.</p>	<p>The ELNs were established to focus on improving the Government's approach to diversity, equity, and inclusion to ensure the views of members of the Public Sector are considered and utilised to build an inclusive workplace.</p> <p>The new Government of Jersey HR system has the ability to capture a wide range of diversity information from staff on a voluntary basis. The questions are, where possible, aligned to census questions so that results can be compared to the Island as a whole.</p> <p>The role of the lead for Diversity, Equity and Inclusion is responsible for taking forward the Government's strategy on these topics, as part of the People Strategy and the Chief Minister's Delivery Plan. In addition to the I WILL network, the Government has established the following ELNs, which the Lead is involved in:</p> <ul style="list-style-type: none"> • REACH – membership of 57 • LGBTQ+ - membership of 161 • Menopause Café – membership of 121 • Neurodiversity membership of 120 • Disability – membership of 32 • I WILL – membership of 400
9	<p>Part of the Government's I WILL Board Apprentice Scheme is to support gender diversity in board membership across the public sector, arm's length organisations and wider</p>	<p>The SEB sponsored IWILL network partnered with ALO's to enable women to take up board opportunities during 2022. This programme has also been extended into 2023. The network continues to extend its sphere of influence and</p>

	Findings	Comments
	States-owned bodies. In 2019, the Panel found that women were underrepresented in boardrooms of all the States- owned and majority owned entities which has only mildly improved since 2019.	<p>was able to input into the revised Flexible Working policy</p> <p>The IWILL steering group aims to meet on a monthly basis and a regular speaker programme is set over the course of the year.</p> <p>We are maintaining our commitment to grow this programme, building on previous successes.</p>
10	<p>Stereotypes towards men and women in wider society continue to encourage young people to opt for subjects of study that perpetuate occupational segregation in the future. In the 2021 Children and Young People Survey males were</p> <p>significantly more likely than females to be interested in IT, engineering and sport, while females were significantly more likely to be interested in medical, education and hair and beauty.</p>	<p>Our recruitment branding and strategy seeks to challenge the stereotypical imagery. We are delivering outreach into schools to show the range and diversity of roles and careers that the public sector offers.</p>
11	<p>Although the principle of greater anonymity of candidates in the recruitment process was supported by the Chief Minister in 2019, there has been limited progress from the Government in ensuring that any bias is eliminated within its recruitment practices.</p>	<p>Agree with this statement. With our current technology capabilities, we are able to mitigate some bias in our recruitment process for certain roles – e.g., there is no requirement to add a date of birth at the application stage or gender, nor secondary school. Given the diversity of roles in the Public Sector, more work will be required to ensure bias is mitigated, as best as possible, across all roles.</p> <p>A public sector roll out will take time to change the automated processes within recruitment. However, we agree with the principle and have approved a number of pilots to test how anonymity could be applied whilst waiting for the technology changes.</p> <p>For example, in the Cabinet Office the recruitment of Policy Officers in March 2023 has included a work-around, whereby the recruiting managers will receive redacted CV and application material in order to reduce the risk of bias at the sifting stage. We will continue to develop and iterate such processes in order to promote equality and fairness.</p>

	Findings	Comments
12	The Chief Minister has acknowledged that there are many actions the Government could take to aid the removal of barriers, for example, including women in shortlists, using skills-based assessment tasks in recruitment, using structured interviews and introducing transparency to promotion processes. He also said that utilising software to identify gender-biased language in job descriptions and job adverts would have a positive impact.	Agree with this statement. See response, above.
13	There continues to be a lack of data on the economic value of work done in the home including childcare, cooking, shopping, housework, odd jobs and gardening.	<p>The Gender Pay Gap Scrutiny Review Panel's April 2022 report noted the briefing provided by Statistics Jersey on the requirement for a Time-Use Survey to be able to estimate the time (and therefore the value) spent on work done in the home. This would require work on a similar scale to the Living Costs and Household Incomes Survey, which would likely require a year of data collection followed by a similar period for capture, processing and analyses.</p> <p>The Government has asked Statistics Jersey to review and advise on more immediate ways of collecting information on work done in the home, so that we can gain insight and data in the shorter term.</p>
14	The Panel welcomes the enhanced family friendly policy and hopes that it will initiate a culture change within Jersey that fathers, as well as mothers take on responsibility for childcare. However, despite the legislation being progressive, the leave period is not backed up by Government funding, so only those who can afford to take unpaid leave will use it.	<p>The Government has introduced family friendly legislation and encouraged private sector businesses to supplement these with supportive policies and practices. The public sector has sought to act as a role model in implementing these reforms.</p> <p>Every working parent is entitled to 6 weeks of paid leave under Employment Law. This is paid at the normal rate of pay for the parent. In addition, parents can claim up to 32 weeks of parental allowance, which can be shared between them. The allowance is paid at the standard rate of contributory benefit which is currently £256.89. In addition, a one-off sum of £740.67 is available per child. These rights and</p>

	Findings	Comments
		benefits apply to all parents, including adoptive and surrogate parents.
15	Evidence suggests that the socio-economic effects of Covid-19 have fallen disproportionately on women. More women than men took on the burden of home-schooling and additional labour in the home during the pandemic.	<p>Agree with this statement. The gender pay gap reduced to 4% during 2020, indicating that women were more likely to be in essential occupations and working throughout the pandemic. This suggests that lower paid female employees were more likely to lose their jobs due to Covid-19 than higher paid females. Male employees lost jobs more evenly across the income distribution.</p> <p>The effect of the Covid-19 pandemic on gender disparity has been mirrored in most Western countries. This serves as a reminder that we need to do more to counteract its effect in Jersey.</p>
16	The Census 2011 shows that more women than men are employed in the industries that were hit hardest by the pandemic, such as hospitality, travel, education and retail. More women than men were actively seeking work between October 2020 and December 2021.	Since the return to normality after the Covid-19 pandemic, Jersey has the highest number of jobs recorded to date. The number of people actively seeking work in December 2022 was 140 lower than in December 2021. It is at its lowest level for at least the last five years.
17	Covid-19 has initiated a cultural shift with greater access to flexible working. However, employers will need to be careful to mitigate the risk of a two-tier system of career progression - with promotion more likely for employees able to work regularly in the office compared to those working more hours from home.	<p>Agree with this statement. The Government of Jersey is actively encouraging awareness of flexible working and will continue to promote greater access through internal mechanisms:</p> <ul style="list-style-type: none"> • Flexible working being included in the corporate My Welcome induction events so that all new hires know about the code of practice and their rights to be able to request flexible working as part of our policies. • The regular Manager updates that are issued by the internal Corporate Communications team will include an article to remind managers of the code of practice and to ensure that their respective teams know about the flexible working policy. <p>The code of practice and flexible working policy will also be raised at the next Senior Manager Group (SMG) session to ensure senior awareness and engagement with the code of practice and policy.</p>

	Findings	Comments
18	The Government's Flex Positive initiative will not be accessible to everyone, particularly uniformed services. Access to flexible, affordable childcare would help address the challenges around flexible working for those who are not in '9 to 5' roles.	Agree with this statement. We are running pilots in areas where there is greater difficulty in introducing more flexible working. This will be addressed as part of progressing the Early Years workstream in the longer term.
19	The Government did not take a gender sensitive approach to its policies during the Covid-19 pandemic. There was no specific consideration of gender inequality or the social impacts of the pandemic on women during Scientific and Technical Advisory Cell meetings.	Agree with this statement. It is acknowledged that there was a differential impact on different population groups in Jersey, which could not always be well understood at the time. However, we have sought to learn from the experience of this pandemic and will ensure that any future critical incident will have quality decision making at its core.
20	During the lockdown periods, the Jersey Advisory and Conciliation Service received more contacts from women than men regarding concerns about working at home and a lack of additional childcare provision.	Agree with this statement.
21	Although part-time work is a good enabler for women in the workplace, particularly after children, it can "trap" them in roles, meaning less pay and progression.	<p>Agree with this statement.</p> <p>The flex positive approach is to encourage employees and managers to consider "what's possible", this may include a change to working arrangements, increased hours, more flexibility to spend time with family.</p> <p>In support of this the government issued a change to their parental leave policy, effective January 2022, which allowed for an additional 8 weeks parental leave to be taken;</p> <p>The additional 8 weeks can be transferred between parents, if both worked for Government of Jersey. This was in support of our pledge to "put children first", allowing new parents increased time with their children.</p>
22	In accordance with the Employment (Jersey) Law 2003 employees are able to make an application to request changes to their hours of work, their times of work and their place of work. Although employees can request flexible working, it is not currently the	Agree with this statement. The Jersey Advisory and Conciliation Service (JACS) exists to provide advice on aspects of employment law. We will work with JACS and with the Government Communications network to explore ways in

	Findings	Comments
	default position.	which to support wider understanding of flexible working rights in Jersey.
23	Jersey is currently ahead of the UK in terms of the qualifying period for requesting to work flexibly. In the UK, employees must have worked for the same employer for at least 26 weeks to be eligible. In Jersey, there is no qualifying period.	Agree with this statement.
24	The Early Years Policy Development Board, established by the Chief Minister, made a number of policy recommendations specifically in relation to childcare including further family friendly measures to support parents who want to rear their child at home during the first year of the child's life and a review of the under use of school nursery classes.	<p>The Minister for Children and Education has appointed an Assistant Minister with responsibility for Early Years and Families. Early Years has been included as part of her Ministerial Priorities. This includes identifying and implementing a model of early years services that is child-centred, equitable, efficient, and affordable that can deliver very good outcomes for all children and families. It also includes engaging with early years providers to understand and address the challenges of workforce pressures.</p> <p>The recommendations of the Early Years Policy Development Board have started to be implemented with an increase in the Nurse Education Fund (NEF) hours offered to children aged 3-4yrs from September 2021. Alongside an increase in the NEF hourly rate.</p> <p>The Best Start Programme received two years of funding from the COVID-19 Social Recovery fund.</p>
25	There are a number of challenges faced by women in Jersey who want to achieve a successful and fulfilling career and contribute to the economic well-being of their families. Many women across the spectrum of occupations consider that the high cost of childcare often prevents them from achieving their family objectives.	<p>This is a clear priority within the portfolio of the Minister for Children and Education and the Assistant Minister with responsibility for Early Years and Families is addressing this with a combination of short-term actions and a longer term, broader view of the system. The new Cost of Living Ministerial Group is also actively considering the capacity of the childcare system and its affordability for Jersey families.</p> <p>We are seeking to collect data across private and third sector Early Years settings to provide greater focus, and enable appropriate action, in this area.</p>
26	There is a lack of data available on both	

	Findings	Comments
	the structural issues (impacts of policies and working practices) that can create barriers for women and on the cultural issues (stereotypical views and values) that can create biases about women's capabilities.	Agree with this statement. Ministers have asked Statistics Jersey to consider and advise whether and how better data on these issues might be provided.

RECOMMENDATIONS

	Recommendations	To	Accept / Reject	Comments	Target date of action/ completion
1	The Minister for Education should undertake an audit of registered childcare providers, pre-school and primary schools to ensure gender neutral practices within the curriculum and the general culture and ethos. The results of the review should be published by quarter 1 2023 in order to demonstrate how a gender sensitive approach to teaching is encouraged and resourced.	Education Minister	Accept	<p>In early years and childcare, we have taken the opportunity to build this into our regulatory and quality assurance activities. By weaving this aspect of practice into the quality framework and curriculum guidance documentation we will be able to ensure that this is being sufficiently addressed and challenged.</p> <p>The approach in the foundation stage and within play settings is to allow children to explore, play and learn through experience and involvement, guided by informed and skilled practitioners.</p> <p>Any subconscious bias in practice, interactions or resources will be challenged.</p> <p>Resources, play spaces and learning environment are all open, self-chosen and promote inclusion, diversity and equality.</p> <p>Support for settings where parental views and preferences may differ, e.g. not wanting their son to wear dresses in the role play area.</p> <p>We have provided all early years settings with guidance materials to support effective delivery of the EYFS which specifically references</p>	Ongoing/ Active consideration

	Recommendations	To	Accept / Reject	Comments	Target date of action/ completion
				<p>this and underpins the requirements in their practice.</p> <p>Attitudes toward gender and sexual orientation can limit children and create inequality. During the early years a child's attitudes and dispositions are continually being shaped. Children are influenced by their environments and the adults around them in ways which often affect children's own ideas about themselves.</p> <p>In terms of gender and sexual orientation, young children can develop stereotypical ideas about how they should be and who they should become which can limit their potential. It is important that practitioners do not shy away from these conversations and instead challenge the effects of prejudice and discrimination.</p> <p>Children's resources and books should avoid stereotypical depictions of people on the basis of gender and sexual orientation.</p> <p>Please see the following link:</p> <p>Inclusive practice and equalities – Birth To 5 Matters</p>	
2	The Minister for Education should, by the end of 2022, ensure that school and college curriculums are Equality Impact Assessed. This is an evidence-based framework designed to help make sure that decisions or changes are fair which would ensure	Education Minister	Accept	The Minister for Children and Education will consider this latest recommendation (2022) in consultation with the Jersey Curriculum Council (JCC), which is established in the Education (Jersey) Law 1999 (as amended) to advise the Minister on all matters pertaining to the Curriculum in our schools and colleges.	Ongoing/ Active consideration

	Recommendations	To	Accept / Reject	Comments	Target date of action/ completion
	discrimination, bias and stereotyping is removed.				
3	As part of changes to recruitment practices within the public sector, name, age, gender and place of education should be removed from applicants' CVs to ensure that candidates are appointed based on their skills. These changes should be made by the end of 2022.	Chief Minister	Accept	<p>We agree with the principle. The configuration of the new system as standard does not yet permit this feature, however we are working with user groups for the product (SAP) to seek a technological change for the platform. In the interim, we have approved a number of pilots to test how anonymity could be applied whilst waiting for the technology changes.</p> <p>For example, in the Cabinet Office the recruitment of Policy Officers in March 2023 has included a work-around, whereby the recruiting managers will receive redacted CV and application material in order to reduce the risk of bias at the sifting stage. We will continue to develop and iterate such processes in order to promote equality and fairness.</p>	Ongoing/ Active consideration
4	Through the Ministerial Response process, the Chief Minister should provide an update on the specific changes to the Government's recruitment practices which have been made to remove the barriers for women.	Chief Minister	Accept	<p>As part of our work to attract new people into the organisation, we have begun to rewrite advertising and role profiles to become gender neutral and training managers and recruiters on removing bias from selection criteria. Connect will enable the means to develop a library of tests, questions and selection criteria to remove potential bias from recruitment and selection.</p> <p>We have started to remove academic qualification levels where they are not required by regulation or professional registration.</p>	Ongoing/ Active consideration
5	Through its Flex Positive initiative, the Government should	Chief Minister	Accept	Agree with this statement. This is best demonstrated by male public sector	Ongoing/ Active consideration

	Recommendations	To	Accept / Reject	Comments	Target date of action/ completion
	work towards de-stigmatising part-time working within the public sector and create a culture where fathers and male carers feel comfortable, and will not be penalised, for asking to reduce their hours.			employees in positions of senior leadership.	
6	The Minister for Social Security should direct the Employment Forum to consult with businesses and employees in order to improve the existing statutory framework for flexible working. This should include measures to help make flexible working the default unless employers have good reasons not to. The request to the Employment Forum should be made before June 2022.	Social Security Minister	Accept	<p>The provisions in the Employment Law relating to requests for flexible working are already more generous than those in the UK. The right to request flexible working in Jersey is a Day 1 right enjoyed by all employees, unlike in the UK at present. There are limited grounds in the Employment Law for an employer to refuse a request for flexible working, fewer than in the proposed UK legislation. Provisions in the UK draft legislation are generally already present in the Employment Law.</p> <p>The Minister for Social Security may - but is not required to - direct the Employment Forum to consider employment issues not related to the minimum wage. The Minister notes that the proposed UK legislation would enable an employee to make two requests for flexible working in a 12-month period. At present in Jersey, an employee may make one request in a 12-month period. The Minister will consider a relatively straightforward amendment to current legislation, to provide for a second request in a 12-month period, having consulted the Chair of the Employment Forum.</p> <p>UK response to consultation published in December 2022: Making flexible working the default: government response to consultation (publishing.service.gov.uk)</p>	Ongoing / Active consideration

	Recommendations	To	Accept / Reject	Comments	Target date of action/ completion
				Legislation in progress in UK: Employment Relations (Flexible Working) Bill - Parliamentary Bills - UK Parliament	
7	As some employees may not know they are entitled to apply for flexible working as a day one right in their employment, the Minister for Social Security should undertake a publicity campaign highlighting people's statutory rights. This should be undertaken before the end of 2022.	Social Security Minister	Accept in part	The Jersey Advice and Conciliation Service (JACS) is a government funded independent organisation providing employment advice to employers, employees, and other interested parties. JACS received a significant funding increase in the 2023 Government Plan to allow it to expand its current services. This will include ongoing publicity and education services in respect of flexible working rights.	Ongoing / Active consideration
8	The recommendations made in the Early Years Policy Development Board should be revisited by the Chief Minister and a formal response to the report's findings and suggestions should be published. This should be undertaken by the end of 2022.	Chief Minister	Accept	The recommendations from the EYPD have been incorporated into the Education Reform Programme, which is progressing projects consistent with the recommendations.	Complete
9	The Government should commission an independent review of childcare in Jersey to include accessibility, flexibility, quality and affordability in order to better inform its future policy making decisions. An independent person or body should be commissioned before the end of 2022.	Chief Minister	Accept	An independent review of the latest evidence base has been completed to supplement and reinforce priorities recommended by the Early Years Policy Development Board and to identify any gaps in policy. Further work is planned in 2023 to engage with private and third sector providers to address the other structural items in the recommendation.	Complete

	Recommendations	To	Accept / Reject	Comments	Target date of action/ completion
10	The Chief Minister should take the necessary action to introduce statutory gender pay gap reporting in Jersey which should include a requirement for businesses to publish a 5-year action plan alongside their reports. Law drafting instructions should be issued before the end of 2022.	Chief Minister	Accept	<p>This Council of Ministers is committed to publishing the Island-wide gender pay gap data on an annual basis. We will continue dialogue with business groups to understand how to encourage companies to adopt their own gender pay gap analysis voluntarily. We will also discuss with business groups how a mandatory requirement might work.</p> <p>In the interim, many organisations in the Private Sector are already supplementing the family friendly employment laws introduced by the Government, with their own policies to address gender inequality at the recruitment and talent development phases.</p> <p>Jersey Post, for example, should be congratulated for conducting its own gender pay gap analysis which was published in its Annual Report. By generating the data and publishing it, private companies can start a dialogue with their employees and challenge internally some of the factors that are contributing to it.</p>	Ongoing/ Active consideration
11	In preparation for statutory reporting in Jersey, a consultation should be undertaken with businesses in order to determine the appropriate threshold level for mandatory reporting and what level of support businesses might require in order to report on their gender pay gaps effectively.	Chief Minister	Accept	Agree with this statement.	Ongoing/ Active consideration
12	The Chief Minister should introduce a political lead for	Chief		The Minister for Home Affairs, Deputy Helen Miles, is responsible for promoting equality and diversity, as	Complete

	Recommendations	To	Accept / Reject	Comments	Target date of action/ completion
	diversity, equality and inclusion. This would champion the causes, introduce accountability and help drive change within the political system.	Minister	Accept	part of supporting and maintaining an inclusive community. Deputy Louise Doublet and Deputy Hilary Jeune, as Assistant Ministers for Home Affairs, will jointly lead on diversity and equality within the portfolio.	
13	The Council of Ministers should adopt a gender equality perspective across all Government actions which would help make better decisions to achieve gender equality. Gender statistics should be collected and published, with the support of Statistics Jersey, in order to implement a gender mainstreaming approach.	Chief minister	Accept	<p>This Council of Ministers' Common Strategic Policy states that equality will be at the heart of all policy development:</p> <p><i>“We will create a more inclusive and vibrant community. Inclusivity is at the heart of our vision for Government and for the Island. We have already committed to much more proactive government engagement with the parishes, older and younger people, disabled Islanders, and our diverse communities. We will actively promote equality, diversity, and social inclusion in conjunction with our specific priorities on children, families and our ageing population. We will continue to work towards ensuring that the services and facilities provided by the Government are accessible and that the government departments have access and inclusion plans in place so that all people are treated equitably.”</i></p> <p>As part of this, ‘gender equality’ will be an active consideration.</p> <p>Statistics Jersey already publishes a lot of data (including 2021 Census results) by Gender. Jersey Opinion and Lifestyle Survey (JOLS) results are typically included in published reports when differences between genders are statistically significant, but Statistics Jersey can provide further breakdowns on request – as</p>	Ongoing/ Active consideration

	Recommendations	To	Accept / Reject	Comments	Target date of action/ completion
				<p>were provided in response to the Scrutiny Panel.</p> <p>Administrative data (data already held by government) has the potential to enable production of statistics by more detailed breakdowns (including by gender) than is possible from surveys.</p> <p>On 22 February, Statistics Jersey published innovative experimental statistics on gender pay gaps based on data already held by government. The data was broken down by age, sector and nationality. Additional investment for Statistics Jersey in Government Plan 2023 will allow further development of these gender pay gap statistics.</p> <p>Statistics Jersey's aspiration is to develop greater use of administrative data, which may have the potential to allow publication of, for instance, detailed Labour Market and employment information by gender.</p> <p>Consideration can be given to the frequency and costs of regular publication of such data.</p>	