

# Gender pay gap toolkit

## Take the lead on fairness and opportunity

At Jersey Business, we know that people are at the heart of every successful organisation. That's why we're proud to support the launch of the **gender pay gap reporting toolkit**, developed by IoD Jersey, Mind the Gap Community, Close the Gap, and [MyAnova](#), and endorsed by the Government of Jersey.

## Why gender pay gap reporting?

A diverse and inclusive workplace isn't just good for your team, it's good for business. When women and men have equal opportunities to thrive, businesses benefit from a wider talent pool, higher productivity, and stronger staff engagement. Yet, in Jersey, women are still more likely to work part-time or below their potential, and the gender pay gap remains a challenge.

By understanding and reporting your gender pay gap, you can:

- Identify where your business stands
- Build trust with your team and customers
- Take practical steps to close the gap and unlock growth

## What's in the toolkit?

The toolkit is designed for Jersey businesses with more than 50 employees, but any organisation can use it to start making a difference. Inside, you'll find:

- **Clear guidance** on collecting and analysing your pay data
- **A simple calculator** to help you measure your gender

pay gap

- **FAQs and definitions** to demystify the process
- **Templates and tips** for creating an action plan

All resources are tailored for Jersey's business environment, making it easy to get started, no jargon, no fuss.

## Voluntary, transparent, impactful

Gender pay gap reporting isn't mandatory in Jersey, but it is strongly encouraged. By taking part, you'll be joining a growing community of local businesses committed to fairness and transparency. If you use the toolkit, let IoD Jersey know at [officer.jersey@iod.com](mailto:officer.jersey@iod.com). Your business can be recognised by the Mind the Gap Community, showcasing your commitment to equality.

## Ready to make a difference?

- Download the [gender pay gap reporting toolkit](#)
- Read the [guidance notes](#)
- Access the Gender pay gap [calculator](#)

Let's work together to close the gap and build a stronger, fairer Jersey for everyone.

## Download the gender pay gap reporting tool



Get the [gender pay gap reporting toolkit](#) here

## Relevant Links



HR Toolkit for Startups and SMEs

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