
Siobhan Tuohy-Smith, Head of Regulatory Compliance

David Freeman
Deputy Director for Labour Market Division
Office for National Statistics
(by email)

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Dear David

Compliance review of ONS Gender Pay Gap statistics

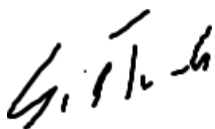
We have recently completed a [compliance review](#) of the ONS Gender Pay Gap statistics. This statistical bulletin is currently published as accredited official statistics. Our review considered whether the statistics continue to meet the Trustworthiness, Quality and Value standards of the [Code of Practice for Statistics](#).

Based on the findings of our review, we conclude that the statistics continue to comply with the Code and should retain their accredited official statistics designation. We found that the statistics provide valuable information to users on an important topic. The review also identifies three improvements that we recommend ONS undertakes to enhance users' understanding of the statistics. This includes clearly explaining the sources of data about sex or gender identity that are being used, how these data are collected and why the term 'gender pay gap' is used in this context, and providing improved signposting for quality information.

We have shared our findings with your team. We note that ONS intends to publish the next release on 22 October 2026 and plans to implement some of the recommendations in this report in time for that release. We expect ONS to provide an update on progress against recommendations by January 2027.

I am grateful for the constructive engagement from you and your team throughout this review.

Yours sincerely



Siobhan Tuohy-Smith
Head of Regulatory Compliance for OSR