



# END SALARY HISTORY

A TOOLKIT FOR EMPLOYERS

## Thank you for your interest in the #EndSalaryHistory campaign.

We invite your organisation to be a champion for equal pay by ending the practice of asking for past salary.

This is a simple measure to implement and more importantly, it works.

Many states in the US have already banned the practice of asking for current salary history.

In states where the salary history ban has been enacted, there was a 8-9% increase in salaries for women who switched jobs.



# Salary History is a broken practice

## **Asking for salary history is harmful:**

- It is a self-perpetuating system that maintains the historical gender and ethnicity pay inequality
- Salary is not pegged to the job scope but an individual's perceived worth and negotiating abilities. Both negotiation and perceived worth allows biases (gender, race, class, etc) to creep into the system, undermining other company-wide inclusivity, diversity and equality initiatives

## **Asking for past salary makes little sense:**

- It penalises candidates who have taken time off work (which most women do) or those moving from a less expensive area to a more expensive one
- It is a futile exercise as there is no way to verify the veracity of the amount and people usually lie

## **Asking for past salary breaks trust between the prospective employees and organisations:**

- Over 70% of respondents on our salary history survey have said that responding to this question makes them feel moderately uncomfortable
- 90% felt this was an unfair way to determine salary
- It makes salary determination a zero-sum game with organisations allowed to make the lowest possible offer to the candidate as opposed to a fair and equitable offer

# Take the Pledge



Fawcett  
Equality. It's about time.

1. Our organisation will not solicit current salary information from prospective employees in any manner, including but not exclusive to jobs interviews, job portals or through recruiters.

2. Our organisation will review all background and candidate screening software to ensure that they do not solicit past salary questions.

3. Our organisation will seek to employ other methods to negotiate salary with new candidates.

## Take the End Salary History Pledge!

If your organisation is already carrying out the above measures, join us as a partner and send a clear signal to current and future employees that your organisation is serious about equal pay:



- **Give East London Fawcett Group permission to use your company's logo** and name for the purposes of the #EndSalaryHistory campaign.\*
- Display the **We Don't Ask for Salary History logo** on the relevant section of your website or job descriptions.

\*Permission will always be sought in advance by the East London Fawcett Group before going LIVE with any of your company name, trademarks or copyrights.

**We look forward to working with you!**

**You can reach us on [fawcetteastldn@gmail.com](mailto:fawcetteastldn@gmail.com)  
or visit [www.fawcetteastlondon.com](http://www.fawcetteastlondon.com)**

# Further reading - here are some best practices in salary decision

## Have a set salary range

New jobs should have set salary ranges which can be established through a range of factors including the organisation's approach and process for salary benchmarking and by identifying relevant benchmark companies and organisations.

## Adopt pay and performance review transparency

This transparency establishes trust between employees and employers and helps ease employees' concerns about Fair Pay. Countries like Finland, Norway and Sweden already publish precise pay and tax details for all workers.

## Appoint a recognised union

Unions such as UNITE can support staff and ensure they are not underpaid.

## Use skill-based assessment tasks in recruitment

Rather than relying only on interviews, ask candidates to perform tasks they would be expected to perform in the role and use their performance on those tasks to assess their suitability. Standardise the tasks and how they are scored to ensure fairness across candidates.

## Have a transparent policy with regards to salary increments

E.g. automatic 10% increment after the first twelve months of service.

## File your company's Gender Pay Gap report

Regardless of how big or small your organization is, remember to file the Gender Pay Gap report. Remember, documenting the problem helps to address it. You can find further information here: <https://www.gov.uk/government/collections/gender-pay-gap-reporting>. You may also want to investigate the racial pay gap in your organisation.

## Create a specific remuneration committee

This committee should regularly review the staff pay and compensation process. This committee should be representative of the employees.