



# 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.

And those are the main reasons why this is important

### Asking for past salary is an outdated, broken system

- It's a self-perpetuating system that **maintains the historical gender pay inequality**. Groups that face discrimination are more likely to come in with a lower previous salary and therefore start their next job behind as well—to be repeated on and on throughout their careers with almost no hope of catching up.
- Salary is not related to the actual job scope but instead to an individual's perceived worth and negotiating abilities, allowing biases (gender, race, class. etc.) to creep into the system, **undermining other company-wide inclusivity, diversity and equality initiatives**.
- It **penalises candidates with different professional paths**, for instance people who might have taken time off work (the majority of which are women) or those moving from a less expensive area to a more expensive one.
- **It is often a futile exercise** as there is no way to verify the veracity of the amount and people often lie.

## How can you reduce the gender pay gap changing your hiring practices?

Take the End Salary History Pledge! If you are already carrying out these measures, we would still love for you to be part of our movement.

All we need is for you to :

- **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.

This will send a clear signal to current and future employees that previous salaries will not be solicited and will help you stand out in a positive way from other organisations

\*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)**

# The No Salary History Pledge

1. Our organisation will not solicit current salary information from prospective employees in any manner, including but not exclusive to job 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.

## If you want to go further - here are some best practices in salary decision

We strongly believe people should be paid what the job is worth, not based on a random figure provided by the candidate, a candidate's previous experience or negotiation skills of the candidate.

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# If you want to go further - 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.