
WELSH STATUTORY INSTRUMENTS

2011 No. 1064

**The Equality Act 2010 (Statutory
Duties) (Wales) Regulations 2011**

Interpretation

2. In these Regulations—

“authority” (*“awdurdod”*) means an authority specified in Part 2 of Schedule 19 to the Equality Act 2010 and “authorities” (*“awdurdodau”*) is to be construed accordingly;

“employment” (*“cyflogaeth”*), “employees” (*“cyflogeion”*) and “persons employed” (*“personau a gyflogir”*) are to be construed in accordance with section 83 of the Equality Act 2010;

“gender pay difference” (*“gwahaniaeth cyflog rhwng y rhywiau”*) means any difference between the pay of—

- (a) a woman and a man; or
- (b) women and men,

who are employed by an authority and where either the first or second condition is met.

The first condition is that the difference is for a reason that is related to the protected characteristic of sex.

The second condition is that it appears to the authority to be reasonably likely that the difference is for a reason that is related to the protected characteristic of sex;

“the general duty” (*“y ddyletswydd gyffredinol”*) means the duty in section 149(1) of the Equality Act 2010;

“gender pay equality objective” (*“amcan cyflog cyfartal rhwng y rhywiau”*) means an equality objective—

- (i) that relates to the need to address the causes of any gender pay difference; and
- (ii) which the authority has published;

“relevant date” (*“dyddiad perthnasol”*) means 31 March;

“relevant information” (*“gwybodaeth berthnasol”*) means information that relates to compliance (or otherwise) by the authority with the general duty; and

“reporting period” (*“cyfnod adrodd”*) means the period 1 April to 31 March except in relation to the reporting period ending 31 March 2012 in which case “reporting period” means the period 6 April 2011 to 31 March 2012.