



Press Release

31 October 2025

EMBARGOED UNTIL MIDNIGHT 2 NOVEMBER 2025

IoD Jersey, Mind the Gap Community, and MyAnova collaborate, with the support of the Close the Gap group in Scotland, to provide a Gender Pay Gap Reporting Toolkit for directors and businesses who employ more than 50 FTEs, endorsed by the Government of Jersey

The Gender Pay Gap Reporting Toolkit has been published on the Jersey Business website <https://www.jerseybusiness.je/people/gender-pay-gap-toolkit/> and can be downloaded and used for free.

The IoD as a global organisation publicly advocates reporting the gender pay gap, with an appropriate action plan, as a mechanism to improve gender equality and ensure fair business practices.

The Mind the Gap Community was co-founded by Alex Ruddy (Chair of the IoD Jersey branch), Kate Wright and Lesley Maurant in March 2024. The Community comprises over 200 female business leaders and allies equally advocating for gender pay gap reporting as a mechanism to close the pay gap. Women's unequal participation in the labour market is a drag on growth, both for individual businesses, and in the wider economy, as many women are working below their potential. Businesses that promote gender equality are able to recruit from a wider pool of talent, enjoy a reduction in turnover and associated costs, and experience increased productivity through improved employee motivation and wellbeing.

Any business choosing to utilise the toolkit is simply asked to inform the IoD [officer.jersey@iod.com] in order that we can gauge impact and usage. In return, in order to promote that business' commitment to gender equality, the MTG community will showcase the business on its website with the company's logo and a quote.

The Institute of Directors (IoD) Jersey Chair Alex Ruddy and co-founder of the Mind the Gap Community states: *"On behalf of the Mind the Gap Community and IoD, we are delighted to launch the toolkit. Feedback from businesses with over 50 FTEs as to why they were reluctant to report was largely attributed to a fear of increased cost and resource to report the gender pay gap, rather than a reluctance to understand their GPG in order to formulate a strategy. We are hopeful that, by providing a toolkit, we alleviate the perceived burden. We are grateful for the collaboration of the Close the Gap group in Scotland. I would also like to credit the entire MTG team but particularly Lynn Cleary who chairs my People, Leadership and Strategy IoD committee, and Jenny Winspear who deployed her skills and resource as COO of MyAnova to create the calculator. Working as a public private partnership with officers in the Department of the Economy to understand Jersey's position on methodology has been instrumental in achieving our goal."*

The Government of Jersey does not mandate gender pay gap reporting; instead, it takes a voluntary approach, and Government has been working closely with IoD Jersey and the Mind the Gap

community to introduce a toolkit to encourage employer transparency around their gender pay gaps.

Chief Minister, Deputy Lyndon Farnham, said: *“The toolkit will enable directors to take practical and visible action to improve gender equality in their workplace and drive progress. Jersey businesses rely on the skills and experience of the workforce, so it is important that we recognise and make full use of the talents across our community. The Government supports the work of the IoD and Mind the Gap group to create a consistent methodology for reporting, and I am grateful for their contribution in this important area.”*

Deputy Carina Alves, the Assistant Chief Minister with responsibility for diversity, equality, and inclusion, said: *“The gender pay gap represents not just a moral issue but a structural imbalance in our workforce. This toolkit is a crucial practical step forward, equipping directors with the tools they need to understand disparities and take action. I am grateful to IoD, Mind the Gap community and MyAnova for their dedication to the production of this toolkit and their engagement with Government to support our desire to address this issue through a practical approach.”*

Paul Murphy, CEO of Jersey Business comments *“This toolkit gives Jersey businesses a practical way to understand and address the gender pay gap. By taking action, we’re not just supporting equality, we’re helping our organisations and our island thrive. I encourage every employer to use these resources and be part of the change.”*

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Notes to editors

IoD Jersey was founded in 1966 and has over 870 members from all sectors of the business community, both private and public sectors.

The local branch promotes the business sector and strives through lobbying to ensure that political decisions do not stifle local business and free enterprise.

The Institute of Directors (IoD) was founded in 1903 and obtained a Royal Charter in 1906. The IoD is a non-party political organisation with approximately 35,000 members in the United Kingdom and overseas. Membership includes directors from right across the business spectrum – from media to manufacturing, professional services to the public and voluntary sectors. Members include CEOs of large corporations as well as entrepreneurial directors of start-up companies.

