

Because equality matters

EQUALITY BULLETIN - WINTER 2024

Welcome to our Winter Equality Bulletin. Since our last edition the new duty to prevent sexual harassment in the workplace has come into force and the Employment Rights Bill has been published which includes a number of equality related measures with the promise of more in the form of the Equality (Race and Disability) Bill. See below to contact us for help with training to comply with the new sexual harassment duty. Our case report relates to an employer who was accused of harassment when trying to offer support to an employee, and we are highlighting a recent Equality and Human Rights Commission consultation. The Office of National Statistics has also recently published its gender pay gap statistics - while the overall headline is positive, when you look behind it there are still some concerning patterns within certain categories of employees. Read on to find out more.

You can also scroll down to find out more details on recent podcasts and equality and diversity training we can offer your organisation.

Finally, as we reach the end of 2024, we would like to thank you for continuing to subscribe to our Equality Bulletin and wish you all the very best for 2025.

MEET OUR EQUALITY LAW PARTNERS



Sarah Gilzean
Partner

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ESSENTIAL EMPLOYMENT LAW WEBINARS

Our next essential employment law webinar, Employment law: menopause and menstrual health, takes place on 3 December and covers all you need to know about menopause and menstrual health in the workplace including the related requirements proposed in the Employment Rights Bill. You can register for this and our other essential employment law webinars by clicking on the links below. Our webinars last for approximately 50 minutes and are free to attend.

[Employment law: menopause and menstrual health](#) - 3 December 2024

Our webinars are applicable to the law of Scotland, England and Wales. If you can't attend on the day please register anyway and we will send you a recording of the webinar. Feedback from recent attendees at these seminars include "Really useful and informative. Presented at a really good pace with the right amount of detail included, pitched at the right level", "very informative and accessible", and "All the speakers were very practical as well as knowledgeable".

EQUALITY AND DIVERSITY TRAINING

Do you provide training on equality and discrimination matters for your employees? Have you provided refresher training to your employees in the past year? Did it cover sexual harassment and harassment by third parties? If the answer to any of these questions is no, then your organisation may be exposed to financial and reputational risk in the event that a claim is raised.

Sarah Gilzean runs training, to assist employers to improve equality and diversity within their organisation and to help employers establish a "reasonable steps" defence. Contact Sarah at sarah.gilzean@mfmac.com or on 0131 247 1157 if you would like to arrange a session tailored for your organisation's needs.

HARASSMENT

Sexual harassment and the new EHRC guidance

A quick overview of the new duty on employers and the supporting guidance that is available.

[Read More](#)



HARASSMENT v SUPPORT

Can attempts to provide support equate to harassment?

Employers must take care when contacting employees during periods of sick leave.

[Read More](#)



EQUALITY AND HUMAN RIGHTS COMMISSION

EHRC Code of Practice for services, public functions and associations updated

The EHRC has opened a consultation on its Code of Practice for services, public functions and associations which has been updated to reflect key developments.

[Read More](#)



GENDER PAY GAP STATISTICS

Gender pay gap report continues decade-long downward trend

Sounds like good news from the Office of National Statistics, but the reduction is not consistent across all categories of employees.

[Read More](#)



OUR EQUALITY LAW PODCASTS

Our most recent employment law podcasts can be listened to at the links below.



What Employers Can Learn from Equal Pay Case against Next?

Sarah Gilzean talks to David Hossack about the recent case against Next in which 3,500 women won their equal pay claims when the employer was unable to justify the pay difference on the basis that they were paying male warehouse workers the market rate.

[Listen](#)



Supporting Disabled Workers with Hybrid Working

David Hossack speaks to Hayley Johnson about new guidance published by the Equality and Human Rights Commission on Supporting Disabled Workers with Hybrid Working arrangements.

[Listen](#)



Sexual harassment changes are imminent - are employers ready?

With the law set to change in October to put the onus on employers to take reasonable steps to prevent sexual harassment, David Hossack and Sarah Gilzean discuss what employers need to do to comply.

[Listen](#)

CONTACT US

If you have any questions on the content of this bulletin or if you would like to discuss any other equality or discrimination issue then please contact specialists:-

[Lindsey Cartwright](#) on 0141 274 1141
[Sarah Gilzean](#) on 0131 247 1157