

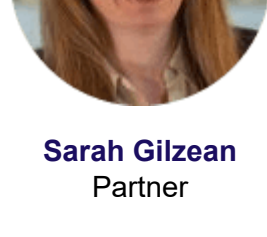
Because equality matters

EQUALITY E-BULLETIN - SUMMER 2024

Welcome to our Summer Equality News. A change of Government since our last edition means we are at the beginning of what is likely to be a period of significant change in employment, equality and discrimination law. However, we start this edition by highlighting a law brought forward by the outgoing Conservative Government - the duty to prevent sexual harassment, and in particular how that applies to prevention of third party harassment. This is also the topic of our next essential employment law webinar which is a must for all employers if you want to be ready for the changes in October - scroll down for more information. We are also looking at cases covering causing and inducing discrimination and the interaction between human rights and discrimination law in the context of conflicting beliefs in the workplace. Read on to find out more.

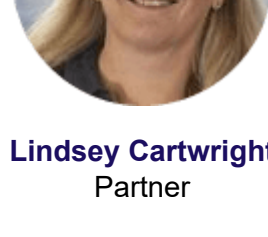
You can also scroll down to find out more details on recent podcasts and equality and diversity training we can offer your organisation.

MEET OUR EQUALITY LAW PARTNERS



Sarah Gilzean
Partner

[Contact](#)



Lindsey Cartwright
Partner

[Contact](#)

ESSENTIAL EMPLOYMENT LAW WEBINARS

Our next essential employment law webinar, Preventing Sexual Harassment at Work, takes place on 19 September and covers all you need to know about the new duty to prevent sexual harassment, including liability, what steps should be taken by employers and enforcement. You can register for this and our other employment law essential webinars by clicking on the links below. Our webinars last for approximately 50 minutes and are free to attend.

[Preventing sexual harassment at work: complying with the new law](#) - 19 September 2024
[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.

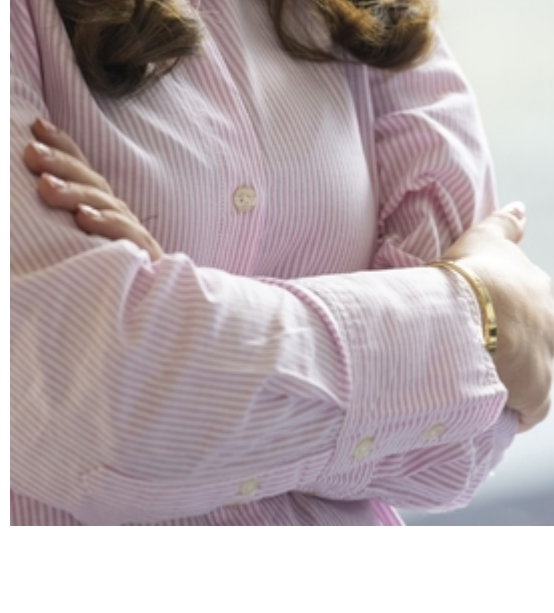
Sarah Gilzean runs training, to assist employers to improve equality and diversity within their organisation and to help employers establish a "reasonable steps" defence. Contact Sarah at sarah.gilzean@mfmac.com or on 0131 247 1157 if you would like to arrange a session tailored for your organisation's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

THIRD PARTY HARASSMENT

Employers must take action to prevent third party harassment

Recent ECHR consultation on updated technical guidance makes clear that new duty includes prevention of sexual harassment by third parties.

[Read More](#)



CAUSING AND INDUCING DISCRIMINATION

Stonewall - third party not liable for inducing employer's discrimination

The case of Bailey v Stonewall Equality Ltd and others has been widely reported in the press over the past couple of years and recently returned to the EAT to consider whether Stonewall had induced the claimant's employer to discriminate.

[Read More](#)

DISCRIMINATION & HUMAN RIGHTS

High Court finds school's prayer ban is lawful

The case raised issues of human rights breaches and discrimination.

[Read More](#)



HUMAN RIGHTS & PROFESSIONAL MISCONDUCT

High Court upholds prohibition order on teacher who misgendered pupil

The case, an appeal from a professional misconduct panel, demonstrates that a teacher's protected ECHR rights must be balanced with professional responsibilities.

[Read More](#)

CASE REPORTS

Equality Case Law - what's new?

Check out the latest cases coming from the Employment Tribunal.

[Read More](#)



OUR EQUALITY LAW PODCASTS

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

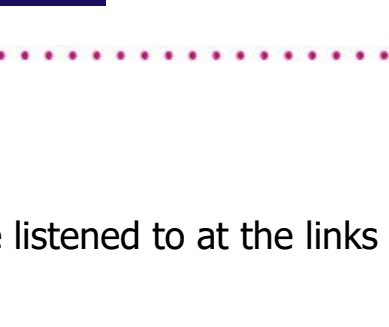
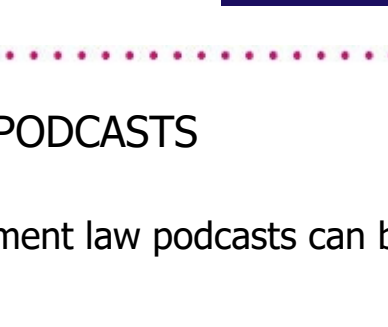
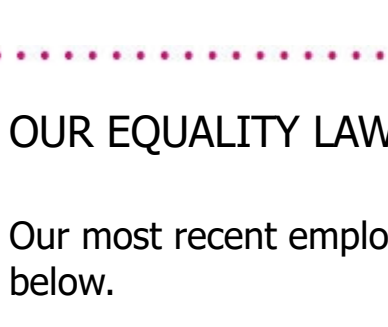


ROUND-UP

Summer Equality News Round-up

Our quarterly round-up of the equality law related news you may have missed.

[Read More](#)



Adams v Edinburgh Rape Crisis Centre: when are gender-critical beliefs protected?

David Hossack and Fiona Meek look at a recent employment tribunal decision which has attracted a significant amount of publicity, regarding an employee who was dismissed and discriminated against in light of her gender critical beliefs.

[Listen](#)

Can a 'social media' storm justify a dismissal?

David Hossack and Caroline Maher discuss the Employment Appeal Tribunal case of Omooba v Michael Garrett Associates Ltd (T/A Global Artists) and another in which the EAT considered whether there had been direct religion or belief discrimination or harassment when a Christian actor was dismissed from a role.

[Listen](#)

Gender critical teacher not unfairly dismissed or discriminated against

David Hossack talks to Sarah Gilzean about the case of Lister v New College Swindon where a teacher was dismissed for - amongst other things - failing to use a pupil's preferred name and pronouns.

[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