



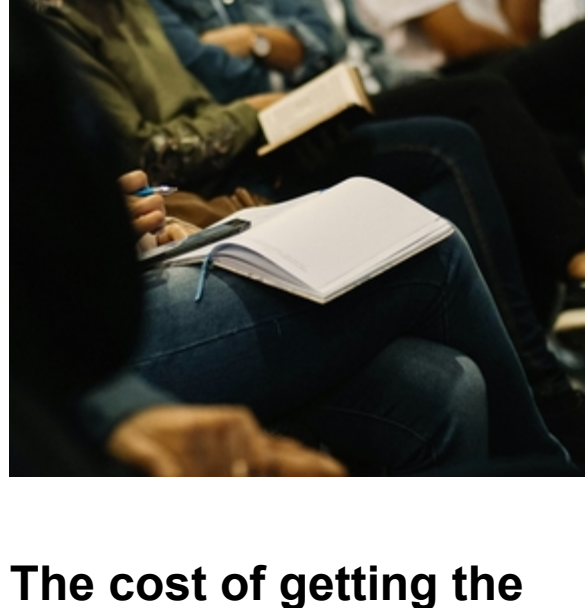
Equality Bulletin - Spring 2024

Welcome to our Spring Equality News. All the cases reported in this edition have something in common - the circumstances that led to them all arose in schools, colleges or universities. However, the outcomes and lessons of these cases apply across all sectors. Key to two of the cases is the need for organisations to balance the right to free speech with the protection of others from discrimination or harassment. We also cover a recent High Court case that has helped to clarify the duties owed by universities to their students under the Equality Act 2010, in particular the duty to make reasonable adjustments where the disability is a mental health condition. Again, the case shows how far organisations are expected to go in taking steps to remove disadvantage experienced by disabled people.

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? If the answer to either 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.



High Court clarifies university duties to students under the Equality Act 2010

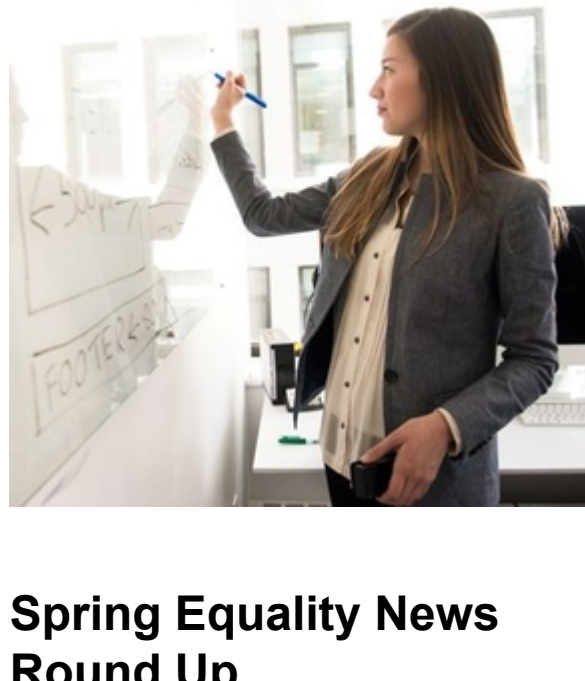
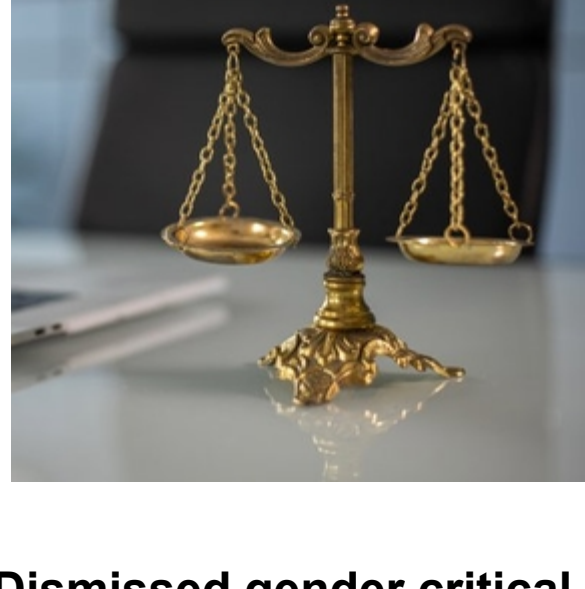
The High Court also considered whether universities owe a common law duty of care to students.

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The cost of getting the balance between conflicting beliefs wrong

University employer failed to protect professor from a hostile public campaign by colleagues.

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Dismissed gender critical teacher not discriminated against

The teacher's unfair dismissal claim was also unsuccessful.

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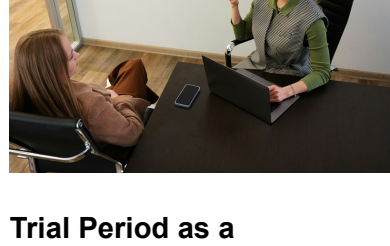
Spring Equality News Round Up

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

[Read More](#)



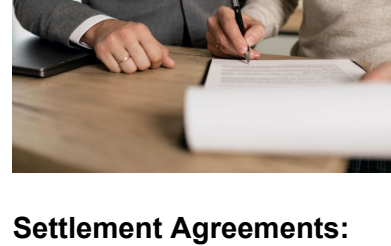
Our equality law podcasts



Trial Period as a Reasonable Adjustment

David Hossack and Lily Braunholtz discuss the recent case of Rentokil Initial UK v Mr M Miller that looked at whether redeployment in an alternative role for a trial period could be considered a reasonable adjustment under the Equality Act 2010.

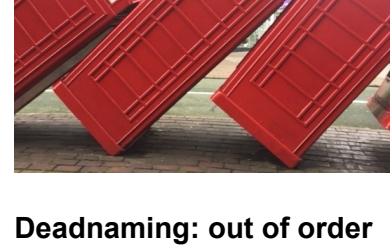
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Settlement Agreements: Settling Future Claims?

David Hossack and Rhianna Robinson discuss the recent case of Bathgate v Technip Singapore PTE and what it means for the ability to settle future claims within settlement agreements, whether known or unknown at the time of signing.

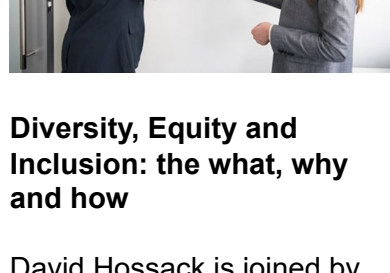
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Deadnaming: out of order in Kingston Upon Thames

David Hossack and Nikita Sandhu discuss a recent Employment Tribunal case where it was found that the Royal Borough of Kingston Upon Thames discriminated against a trans employee by "deadnaming".

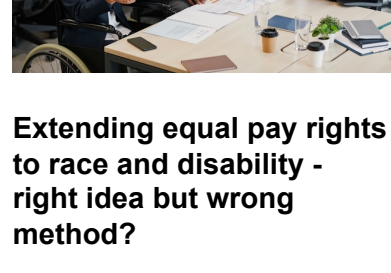
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Diversity, Equity and Inclusion: the what, why and how

David Hossack is joined by Sue Johnson, Managing Partner, Inclusion & Diversity Consulting Practice at Odgers Berndtson to take a fresh look at Diversity, Equity and Inclusion and to consider how this can impact positively on the performance of an organisation.

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Extending equal pay rights to race and disability - right idea but wrong method?

David Hossack and Sarah Gilzean discuss the recent news that the Labour Party are considering extending the right to bring equal pay claims to those who believe they are being paid less on grounds of their race or disability.

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Essential Employment Law Webinars

Our next essential employment law webinar, on 9 May, looks at the use of settlement agreements and protected conversations, what they will and will not cover and practical steps for starting and concluding the process quickly. You can register for by clicking on the link below. Our webinars last for approximately 50 minutes and are free to attend.

[Protected conversations and settlement agreements](#) - 9 May 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 "Speakers with a personal lived experience of the subject always make these types of sessions more engaging and that shone through in this session", "Always informative and relevant, presented by people with strong business acumen", and "A brilliant webinar which covered a lot of topical areas".

Employment Law Fact Card 2024/25

Our Morton Fraser MacRoberts Employment Law Fact Card is now available.

Our Fact Card is full of useful information for employers including disciplinary and redundancy checklists, Employment Tribunal award limits, family friendly leave entitlements and national minimum wage rates.

You can download and/or print our Fact Card. [Download the printable version](#) to create your Fact Card.

The information contained in our Fact Card, and much more, can also be accessed via our employment law app, [MFMAC HR](#), where you can also find our podcasts and monthly e-news. Search for MFMAC HR at the App store or at Google Play.

If you don't usually get sent our Fact Card but would like a hard copy please email us at employment@mfmac.com with your name and postal address and we will send it on to you.

Authors



Sarah Gilzean
Partner
Employment Law

[Contact](#)



Lindsey Cartwright
Partner
Employment Law

[Contact](#)



Kenny Scott
Partner
Employment Law

[Contact](#)