

IDS Diversity at Work aims to provide timely, accurate and high quality information on workplace diversity, equal opportunities and discrimination law. It will help increase your understanding of and compliance with the law, and supply the information and the tools you need to realise the benefits of good practice.

### News

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- Draft legislative programme confirms Equality Bill
- Right to request flexible working to be extended
- Law firm client bonus linked to diversity targets
- Equality laws lead to 'tokenism' and 'typecasting'
- Fire service publishes ten-year equality strategy
- EHRC strategic priorities for 2008/09
- Quarter of firms expect homeworking rise next year
- US outlaws genetic discrimination in employment
- Female and BME solicitors' pay gap

**Plus news in brief:** £70k age settlement – Business case – Women managers – Revised disability code – ASDA Flex – Procurement leverage – Lawyer award – Mental health guide – Unions in Wales – Flexi-working website – Disability Forum – Future of work – Women in medicine – Religious bias guide

### Case Study 9

#### Flexible working at Addleshaw Goddard

Law firms are facing a growing problem – how to retain senior women who jump off the career conveyor belt mid-way through their journey. The problem is particularly acute with regard to women with childcare commitments who decide that the long hours involved in being a partner is not for them. Addleshaw Goddard decided a few years ago that the business case for diversity was so compelling that it would offer its staff a much more flexible future. In this article, we look at the different ways in which the firm approached flexible working and the impact that these changes had on staff.

### Case Watch – Tribunals 14

<b>Age discrimination:</b>	Age-related PMI element of flex benefits not unlawful 'Over-experienced' and can't 'adapt'
<b>Disability discrimination:</b>	Failure to support dyslexic worker
<b>Fair employment:</b>	Dismissed for taking grievance
<b>Race discrimination:</b>	Harassed because of Asian boyfriend
<b>Sexual orientation discrimination:</b>	Dismissal following lesbian disclosure

### Statistics 18

#### Third of local authority high earners are women

Women comprise half or more of the top earners in 26 local authorities in England but a fifth or less in 64 authorities, according to the latest Best Value Performance Indicator figures from the Audit Commission. Overall, across the 411 local authorities, a third of the high earners in 2006/07 were women. We analyse the latest BVPI workforce composition data in respect of women, as well as ethnic minorities and disabled people. In addition, we look at the extent to which local authorities are meeting the Race Equality Duty and the Equality Standard for Local Government.

### Perspective 23

#### HR must do more to embed diversity in the business

The challenge for HR is to raise the diversity game and move from simply tokenistic efforts to effectively embedding diversity in the culture of the organisation, according to CIPD Diversity Vice-President and Metropolitan Police Service HR Director Martin Tiplady. HR, he says, 'must fly the flag and take the lead', because if it doesn't, then 'nobody else will'.

### Diversity at Work

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Editor: Gary Bowker  
Assistant Editor: Sylvia Lo

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