

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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- Government proposes 'tie-break' to boost diversity
- Retirement age cases kept on hold
- Forces' 'canteen culture' of harassment continues
- Discrimination a barrier for ethnic minority managers
- Gay people perform better if they can be themselves
- Employers for Carers relaunched
- Unions call for statutory equality reps
- UK standstill on boardroom women
- Maternity pay likely to influence length of leave

**Plus news in brief:** 'No-win, no fee' review – NI age awareness – 'Pink' pound – Women councillors – Diversity Standard – ACA gender pay gap – New NI Commissioners – RfO benchmark results – Disability guide – Power of difference – Parents' leave – ILO gender campaign – Milkround diversity

## Focus 9

### Maximising return from diversity training

Diversity training can and does represent a considerable investment for many organisations. Yet many critics still see it as a 'box-ticking' exercise or worse, and warn it can do more harm than good. This article brings together valuable insights from diversity training experts and two leading employers – BA and Enterprise Rent-A-Car – on how organisations can achieve a positive impact and get maximum return from their diversity training programmes.

## Case Watch – Appeals 20

### Successor not a valid equal pay comparator

**Walton Centre for Neurology and Neuro Surgery NHS Trust v Bewley** – Article 141 of the EC Treaty on the principle of equal pay for equal work does not allow for a female employee to claim equal pay with a more highly paid male successor, according to the EAT. A previous EAT decision deciding the opposite was incorrect and not to be followed. A comparison with a successor, which involves making speculative assumptions as to what the man would have earned had he been employed at the same time as the claimant, is akin to using a hypothetical comparator, which is not permitted under European law.

## Case Watch – Tribunals 22

**Age discrimination:**

Employee 'too young for the job'

**Sex discrimination:**

'Glamour' jibe unlawful

## Perspective 23

### Being 'disability confident' – good for business

Disability should be positioned as a business not a diversity priority, says Susan Scott-Parker, chief executive of Employers' Forum on Disability. She argues that the diversity 'brand' is a distraction and no longer fit for purpose, while organisations that invest in becoming 'disability confident' will be more productive, efficient, responsive and innovative.

## Diversity at Work

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Editor: Gary Bowker  
Assistant Editor: Sylvia Lo

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