

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

2

- GMB acted unlawfully in equal pay settlement
- £25k award to worker 'viciously' treated upheld
- MoD and EOC agree action plan to tackle harassment
- Women to benefit from pensions reform
- DRC investigates professional fitness standards
- Lloyds TSB top race performer

Plus news in brief: *NHS equal pay – Male nurse bias – Best boss 2006 – Minimum wage rise – Ford women award – Targeting older workers – Age guide – Disability Code revised – Unequal pay warning – Mental health – TUC disability plan – Working mums*

Focus

8

Job-sharing at the top

The Women and Work Commission recommended in its final report earlier this year that employers should make more senior jobs available on a part-time or job-share basis. We look at the advantages and disadvantages of job-sharing, and profile a number of senior job-sharers all of whom have found it to be a more creative, and ultimately more sustainable, way of working.

Legislation

13

Age Discrimination Regulations – part two

In the second of our two articles on the new Age Regulations, which outlaw discrimination on the ground of age from 1 October 2006, we look at how the new rules will apply to termination of employment, including dismissals for retirement, non-retirement dismissals, the procedure governing the new duty to consider working beyond retirement, and redundancy pay.

Case Watch – Appeals

21

BNP councillor dismissal not race bias

Sercu Ltd v Redfearn – An employee dismissed from a job working with people of Asian origin following his election as a British National Party councillor was not discriminated against 'on racial grounds', rules the Court of Appeal, overturning last year's controversial EAT decision. Although the employer's decision to dismiss involved racial considerations, this did not necessarily mean that the less favourable treatment was 'on racial grounds'. Any other interpretation would be incompatible with the purpose of the race relations legislation.

Perspective

23

Moving towards the CEHR - a new dawn for equality

The new single equality body for Britain will open its doors for business in October 2007. A key element of the Equality Act 2006, the Commission for Equality and Human Rights will take over the work of the existing equality Commissions and will have responsibility for the new discrimination strands – religion or belief, sexual orientation and age – as well as human rights. Angela Mason, head of the Women and Equality Unit at the Department for Communities and Local Government, outlines the progress towards the new equality body and what it means for employers.

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