

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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- ACPO calls for 'affirmative action' debate
- EOC suspends prison harassment investigation
- Government gender action plan 'lacks targets'
- 2007 Opportunity Now award winners
- Age Positive award for the Co-op
- Equality agencies back integrated equality duty
- DTI consults on Additional Paternity Leave admin
- Women more likely to be in unions than men

Plus news in brief: *Public bodies face action – Women partners – Business case – NHS demographics – Global gender gaps – Gay City applicants – Women in HE – HIV guide – Disability 'language' – Nursery pay – Supplier diversity*

Case Study

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Age diversity at ASDA

Regulations outlawing discrimination on the ground of age in relation to employment and vocational training came into effect on 1 October 2006. In this article, we look at some of the policies adopted by the supermarket chain ASDA in response. As an age-aware employer, not only did it welcome the new legislation, it argues that it did not go far enough.

Case Watch – Appeals

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Letters warning of redundancies were victimisation

St Helens Borough Council v Derbyshire and ors – The House of Lords rules that letters sent to employees warning them that, if their equal pay claim succeeded, it was likely that most of the catering staff would lose their jobs amounted to victimisation under the Sex Discrimination Act 1975. The employer had gone further than was reasonable when protecting its interests in the existing litigation.

Equal pay – retrospection and multiple comparators

Bainbridge and ors v Redcar and Cleveland Borough Council – The EAT holds that employees whose jobs were rated as equivalent under a job evaluation study were not entitled to seek compensation in respect of a period preceding the implementation of that study. It also rules that each allegation that a comparator was paid more is a separate cause of action, so employees whose previous equal pay claims had been determined could pursue fresh equal pay claims in relation to the same pay period but with a different comparator.

Case Watch – Tribunals

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Religious discrimination:

Islam convert discriminated against

Sexual orientation discrimination:

Ship's steward harassed

Adoption leave:

Sacked because would need time off for adoption

Statistics

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Social Trends: A snapshot of UK Society

The latest edition of *Social Trends* shows that women are closing the employment gap with men and are the majority in further and higher education. It also shows that the population is ageing; that nine out of ten people refer to themselves as White British; and that just over half claim to be Christian. In this article, we highlight the demographic changes, as well as the main educational and employment trends for the sexes.

Perspective

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Victimisation restored

The House of Lords' decision in *St Helens Borough Council v Derbyshire and ors* is a clear warning to employers that they must avoid doing anything that might make a reasonable employee feel that they are being unduly pressured to concede a discrimination claim, says Equal Opportunities Commission Solicitor Sarah Lowe. She gives her views on the implications of the case.

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