

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

- Equality bodies and CBI in conflict over law reform
- Companies fail to prepare women for leadership
- Slow decline in university gender pay gap
- Kent police 'champion' wins equality award
- EU parental leave to be considered
- Senior leaders can – and do – work flexibly
- S.75 effected 'substantial cultural change'
- 'Macho' accountancy culture barrier to women
- Employers urged to do more for disabled people
- 'Pin money pay' puts care services at risk warns EOC

**Plus news in brief:** *Ethnic minority penalty – LGB workers harassed – 'Disgraceful' response – Long hours – CEHR questions – Double paternity pay – Public sector women – Breastfeeding at work – Small firms age failure – T&G breakthrough – Racism rife at work – Equal Opps Year – Global award for Aviva – Black women MPs – Work Wise – Small firm flex – Retirement patterns – Tesco carers leave*

Focus 11

## Childcare vouchers

Finding good quality, dependable and affordable childcare can prove critical if working parents, and in particular working mothers, are to balance family life with employment or, indeed, continue to work at all. Some employers offer access to a workplace or other nursery but for many this is simply not a viable option. In this article, we look at the popular – more flexible – alternative of childcare vouchers. Increasingly, this kind of support is being offered as a voluntary benefit paid for by staff through a salary sacrifice arrangement.

Case Watch – Appeals 15

## Employer's liability for harassment

**Gravell v London Borough of Bexley** – An employer that was alleged to have a policy of allowing customers' racist comments to go unchallenged could be liable for harassment of its employees by a third party, holds the EAT. In so ruling, it overturns an employment tribunal's decision to strike out a claim that an employee had suffered harassment.

Case Watch – Tribunals 17

### Disability discrimination:

Failure to make adjustments prior to dismissal  
Dismissed because couldn't gel with 'normal' people

### Race discrimination:

'Ku Klux Klan' comment harassment  
Race discrimination by text

### Sex discrimination:

Dismissed following harassment complaint  
Contract cleaner exposed to porn over four-year period  
Victimised after dismissal

Legislation 22

## The Blair years – a decade of equality law

Whatever his headline legacy when he steps down as Prime Minister at the end of June after ten years in office, Tony Blair will be remembered by equality and diversity practitioners for transforming the equality law landscape. It is now unlawful to discriminate on grounds of gender reassignment, religion or belief, sexual orientation or age, in addition to race, sex and disability, which themselves have all been amended during the last ten years; working parents enjoy greater rights – more maternity leave, rights to paternity, parental and dependant's leave, and a right to request flexible working; and a path for institutional change has been laid with a single equality agency due to take over responsibility for equality in Britain – mirroring earlier changes in Northern Ireland – shortly after the Prime Minister departs. Workers have also been given the right to a national minimum wage and minimum entitlement to holiday – two initiatives with equality implications. We track the Blair Government's record in this area, highlighting the major pieces of legislation that together have radically changed the equality law field over the 'Blair years'.

## Diversity at Work

ISSN: 1743-7350

Editor: Gary Bowker  
Assistant Editor: Sylvia Lo

Published by  
Incomes Data Services Ltd  
Skandia House  
23 College Hill  
London EC4R 2RU

Telephone 0207 393 7000  
Fax 0207 393 8081

To enquire about subscriptions,  
telephone IDS Customer Services on  
020 7449 1107, or subscribe online.

[www.incomesdata.co.uk](http://www.incomesdata.co.uk)  
[www.idsdiversityatwork.com](http://www.idsdiversityatwork.com)