

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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- Equal pay champion new Minister for Women
- Cameron calls for greater workplace flexibility
- FTSE 100 scheme to encourage law firm diversity
- 'Bullied' at work for being pregnant
- Women encouraged to enter construction and fire
- Barriers to dads wanting greater parenting role
- UK in the dock over race law implementation
- Age equality-proofing the recruitment cycle
- 'Patchy approach' to disability duty
- Mixed results for law firm diversity
- Disability key facts and figures

Plus news in brief: *Barclays senior women – Bias in Scots law firms – BBC waives bonuses – Holiday rights delayed – Met recruitment award – Health homophobia – Pensions amendment – Older workers – More women doctors – TUC LGBT conference – Recruitment costs – Disability award – Flexible challenges – Actions for new PM – Disability boost – SORB cases*

Case Study 10

Out and about with Staffordshire Police

Staffordshire Police is not only rated as one of the top performing forces in the country, it is consistently ranked as one of the best employers for lesbian, gay and bisexual (LGB) staff. We look at how its upfront approach to tackling sexual orientation issues – including strong leadership, an active LGB network, mandatory diversity training and sexual orientation monitoring – has helped it become one of the UK's leading police forces.

Case Watch – Appeals 18

No duty to extend sick pay for disabled employee

O'Hanlon v Commissioners for HM Revenue and Customs – An employer was not obliged, as part of its duty to make reasonable adjustments, to extend the sick pay of an employee on disability-related sick leave, rules the Court of Appeal. Furthermore, on the assumption that the employee had been treated less favourably than non-disabled employees as a result of the employer's sick pay policy, the treatment was in any event justified.

Case Watch – Tribunals 20

Race discrimination:
Sex discrimination:

White woman with black partner racially harassed
V-sign not sexual harassment

Perspective 21

Where to now for disability rights?

The Disability Discrimination Act 1995 and the approach adopted by the Disability Rights Commission (DRC) have ensured that disability rights have come a long way in the past decade. With the DRC about to be abolished and responsibility for disability rights handed over to the new Commission for Equality and Human Rights, Sir Bert Massie, the first and last Chair of the DRC, looks at some of the DRC's successes and contemplates the road ahead as equality law enters a new phase.

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