

IDS Diversity at Work

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.

Issue 43 – January 2008

News

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- Bottom line benefits of women at the top
- Tribunal age claims put on hold
- More women break into the boardroom
- Key elements for equality duty success identified
- CIPD call to help people with mental health problems
- 50:50 gender split makes teams more innovative
- New medical test to assess capability to work
- Ageism still 'deeply ingrained', says TUC leader
- NHS Trusts face inspection for race equality

Plus news in brief: *Boardroom culture – Equality data gaps – Illegal working – Pregnancy Grant – Employment Judge – Guardian diversity – Equality strategy – TUC HIV campaign – Fire Service consultation – NI Equality Commission – Women in the City – Equality reps – Yorkshire Water – Law firm churn*

Case Study 9

People Networks at PricewaterhouseCoopers

As a leading professional services firm, PricewaterhouseCoopers (PwC) strives to deliver outstanding client service through the quality of its people. It believes that unlocking the potential of all its partners and staff is fundamental to sustaining this business success. To this end, PwC has set up a number of People Networks to reflect the diversity of its workforce and, at the same time, to create a fully inclusive and supportive environment. We look at the role these People Networks play in driving forward the diversity and inclusion agenda, with a particular focus on the two women's networks – PwCwomen and the Female Partner and Director Network.

Case Watch – Appeals 16

Reasonable adjustments to psychometric tests

Arthur v Northern Ireland Housing Executive – An employer who allowed a dyslexic job applicant extra time to complete pre-interview aptitude tests had fulfilled its duty to make reasonable adjustments, even though the employer's own code of practice provided that such tests should not be used in the shortlisting of disabled candidates, the Northern Ireland Court of Appeal rules.

Solicitor did not aid act of discrimination

Bird v Sylvester and anor – A solicitor's role in advising an employer to take allegedly discriminatory disciplinary proceedings against an employee did not give rise to liability for aiding a discriminatory act under the Race Relations Act 1976, holds the Court of Appeal.

Case Watch – Tribunals 19

Age discrimination:

Redundancy selection based on age

Statistics 20

Gender pay gap – little movement in 2007

The gap between men's and women's average hourly pay fell by just 0.3 percentage points to 17.2% in 2007, according to the latest official figures. There was a higher fall in the part-time gender pay gap – 1.2 percentage points – but on average, part-time women workers still earn less than 65p for every pound earned by a full-time male worker. In this article, using the latest figures, we compare the pay of men and women by occupation, sector, age and region. Finally, we look at the make-up of take-home pay.

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Index 2007 – Issues 31 to 42

Our 2007 index, which is to be found in the centre section of this issue, covers *IDS Diversity at Work* Nos. 31 to 42. For ease of reference we have divided the index into two parts. Part one follows the section heads in *IDS Diversity at Work* (Case Study, Legislation, etc), excluding our Case Watch and Appeal cases round-up sections, with News broken down into subject heads. Part two is an index to legal cases reported in the Case Watch and Appeal cases round-up sections during the year.

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