

Financial Services Regulators are Taking on Diversity and Inclusion

In the first of two articles, BDBF's Melvyna Mumunie reports on the joint FCA, PRA and BoE Discussion Paper that aims to speed up the pace of meaningful change in diversity and inclusion in the financial services sector

Let's Get Real About Menopause

It has been some time coming but, finally, the legislators seem to be taking the issue of menopause and the impact it has on some women's professional lives seriously.

Dismissal of senior male employees following publication of high gender pay gap figures was sex

discrimination

An Employment Tribunal has recently decided that the dismissal of two senior male employees amounted to sex discrimination, where the dismissals had followed the announcement of the employer's gender pay gap figures and a radical new approach to diversity within the business.

Two Parliamentary inquiries launched into menopause and the workplace

Davina McCall's recent high-profile documentary, Sex Myths and the Menopause, helped normalise conversations about the menopause in our living rooms. Since then, the movement to bring the menopause out into the open – including in the workplace – has gathered momentum, with two new Parliamentary inquiries launched in the last few weeks. In this briefing we explain what the inquiries are about and how you can submit your views.

Claire Dawson speaks to Anita Rani on BBC Woman's Hour

Claire Dawson, Employment Lawyer and Partner at BDBF spoke to Anita Rani on BBC Woman's Hour about pregnancy discrimination

and maternity rights in light of Dr Katie Lidster's case.

Imposition of Saturday working requirement on a single mother was sex discrimination

In *Keating v WH Smith Retail Holdings Ltd* an Employment Tribunal ruled that a female employee was indirectly discriminated against on the grounds of sex when her employer sought to impose Saturday working on her.

Gender critical beliefs are protected under the Equality Act 2010 and the European Convention of Human Rights

In *Forstater v CGD Europe and others* the EAT held that gender critical beliefs, including beliefs that biological sex cannot be changed and is different to gender identity, are protected beliefs under the Equality Act 2010 and the European Convention of Human Rights.

Dismissal of a working mother for refusal to work occasional weekends may have been indirectly discriminatory and unfair

Is it discriminatory to require working mothers to comply with onerous working patterns? In our latest briefing, Amanda Steadman, Principal Knowledge Lawyer, discusses a recent EAT decision which helps women pursuing such claims.

When can you be fixed with constructive knowledge of an undeclared disability?

Gareth Brahams speaks at the White Paper Conference answering the question: when can you be fixed with constructive knowledge of an undeclared disability?

Is it discriminatory to pay a man on shared parental leave less than a woman on adoption leave?

In *Price v Powys County Council*, the Employment Appeal Tribunal (EAT) has determined that it was not directly discriminatory to enhance pay to a female employee on adoption leave and not to enhance statutory pay for a male employee on shared parental leave.

MS Awareness Week 2021

This week is MS Awareness Week, a campaign which seeks to raise awareness of Multiple Sclerosis (MS) and encourage those affected by it to speak openly about how it impacts them. In this article, BDBF Associate, Theo Nicou considers what employers can do to help break the silence and support staff with the condition.

**Do NDAs stop finance
employees from flagging**

workplace discrimination

There is ongoing concern about the use of NDAs to silence victims of sexual harassment and assault. In this article for the Financial Reporter, BDBF Partner, Claire Dawson, looks at the protection individuals have if they speak up about discrimination and harassment after signing an NDA.