

Diversifying the boardroom

On 12 March 2021, the Parker Review Committee published its update report setting out its survey results of FTSE 100 companies on the ethnic diversity of their boards.

International Women's Day 2021

Today is International Women's Day. All over the world organisations and communities are gearing up to celebrate women's achievements and rally for equality.

Key employment rights afforded to women on maternity leave

In celebration of International Women's Day, Senior Associate, Emily Plosker examines one of the key employment rights afforded to women on maternity leave and looks at proposals to improve the position of pregnant women and new mothers in the workplace.

Serious about equality at work? Then it's time to look after menopausal women.

International Women's Day on 8 March 2021 puts the spotlight on equality for women, including in the workplace. By 2022, one in every six British workers will be a woman aged 50 or over – a woman very likely to be on her journey through the menopause.

Discrimination: worker's complaint about discrimination did not engage protection from victimisation

In *Chalmers v Airpoint Ltd & Ors* the Scottish EAT had to decide whether an articulate HR professional was protected from victimisation after she had made a vague allegation of discrimination in an email to her manager.

Failure to provide regular

and effective equality training leaves employers on the hook for harassment claims

In the recent case of Allay (UK) Ltd v Gehlen, the EAT upheld a decision that staff equality training had become stale after 20 months.

Race equality week, what is it and how can you get involved?

Did you know that we are in the middle of the UK's first ever Race Equality Week? The week runs from 1 to 7 February 2021 and aims to bring UK employers, organisations and the wider public together to address issues affecting ethnic minority employees with the aim of igniting real change.

Race Equality Week to

kickstart long term racial equality at work

In this article, Melvyna Mumunie explains the continuing pressure on the Government to introduce mandatory ethnicity pay reporting and outlines the key considerations for its implementation.

Just Blue Monday, or something more?

The third Monday in January is typically labelled “Blue Monday” and is said to be the most depressing day of the year.

Racial stereotypes were discriminatory and justified dismissal without notice

In *Lamonby v Solent University* the Employment Tribunal had to consider whether it was fair to dismiss an employee who had made remarks which betrayed a tendency to stereotype according to race, even where such stereotypes were sometimes positive.

Employer discriminated against depressed employee by failing to guarantee that she would not have to work with alleged harassers again

Employer discriminated against depressed employee by failing to guarantee that she would not have to work with alleged harassers again. In this case, the EAT considered whether it would be a reasonable adjustment for an employer to provide an undertaking to a disabled employee guaranteeing a severance package in the event that it could not maintain certain working arrangements.

Black livelihoods matter

At a time when racial inequality is at the forefront of everyone's minds, new figures revealing the continuing underrepresentation of black people in senior positions in the UK...