



Equality News Quarter one 2021

Welcome to the first edition of Equality News. We hope you will enjoy this new quarterly update focusing on equality and diversity issues.



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2020 saw many important developments that brought equality, diversity and inclusion (EDI) to the fore. The Black Lives Matter movement, the disproportionate impact of the Covid-19 pandemic on protected groups and the uncertainty that Brexit brings to years of EU discrimination law means that 2021 is set to be another year where EDI is brought into sharp focus.

Each quarter we hope to bring you the hot topics in EDI with a range of articles and podcasts and a spotlight on HR issues in our HR Focus slot.

In our first issue of Equality News, we look at [whether employers can require employees to be vaccinated](#) and what the discrimination implications of such a requirement could be. We are also delighted to present a [podcast where we speak to Robin White, the barrister in the case of Taylor v Jaguar Land Rover](#) about the important lessons employers can learn when it comes to supporting transgender employees.

2021 sees enforcement revived for Gender Pay Gap Reporting and we look at [what employers need to be doing](#) this year. We also look at what is on the agenda for [Ethnicity Pay Gap Reporting](#).

In our HR Focus slot, Morton Fraser's Director of HR looks at [why setting diversity targets doesn't always work](#).

We also keep you up to date with wider developments in EDI in [What's new in Equality Law?](#) and you can read some recent Employment Tribunal decisions in our [Employment Tribunal Discrimination Round-up](#).

And, [in case you missed it](#), we highlight some of the most important discrimination judgments that have appeared in our Employment Law E-News.

And finally, we know that discrimination issues can sometimes escalate into disputes that can be the most difficult to resolve. Click on the [link](#) to find out more about our new fixed-price online mediation service for disputes headed by David Hossack, one of the most experienced mediators in Scotland. The service provides a swift and cost effective way of resolving employment and discrimination disputes.

Can employers require employees to be vaccinated?

No jab, no job? What are the discrimination implications of requiring employees to have a Covid-19 vaccination?

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Gender Pay Gap Reporting - what you need to do in 2021



With enforcement no longer suspended, employers will need to catch up with Gender Pay Gap Reporting 2021.

[Read More](#)

Ethnicity Pay Gap Reporting - where are we now?



We look at what may be round the corner for employers with Ethnicity Pay Gap Reporting.

[Read More](#)

HR focus - why target setting won't improve your firms diversity



Morton Fraser's Director of HR looks at why setting diversity targets might not be the right approach for some organisations.

[Read More](#)

Employment Tribunal Discrimination Round-up

Catch up on the most recent Employment Tribunal decisions in discrimination law.

[Read More](#)

What's new in Equality Law?

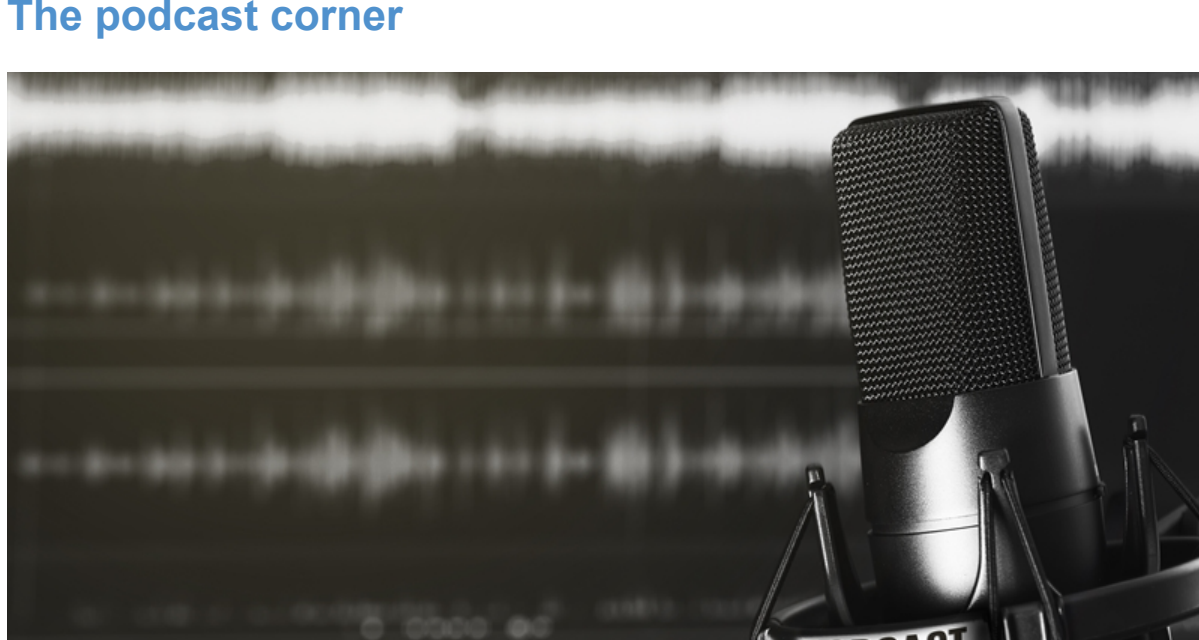
From an increase in online sexual harassment during lockdown to the discrimination risks of using algorithms, we look at wider trends and developments in equality and diversity.

[Read More](#)

In case you missed it

- [EAT finds inability to grant interim relief in discrimination claims unlawful](#)
- [Dismissal for posting homophobic views on Facebook not religious discrimination](#)
- [Cost cutting versus absence of means](#)
- [Gender fluid and non-binary people protected by Equality Act](#)

The podcast corner



Taylor v Jaguar: What employers can learn about diversity and inclusion

In this podcast Sarah Gilzean talks to Robin White, the barrister for the successful claimant in the recent case of Taylor v Jaguar Land Rover. They discuss the valuable lessons employers can learn.

[Listen](#)

Is it discrimination to be dismissed for Facebook posts opposing LGBT education

David Hossack talks to Sarah Gilzean about a recent case where the claimant's religious views were found to be protected by the Equality Act but the employer was found not to have discriminated because of those views.

[Listen](#)

Can employers really pay people with red hair more?

David Hossack talks to Sarah Gilzean about how far employers have to go to explain differences in pay between men and women in equal pay cases.

[Listen](#)

Contact us

If you have any questions on the content of this e-bulletin or if you would like to discuss any other equality or discrimination issue then please contact our specialists:-

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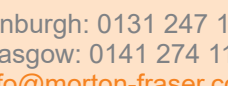
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If you don't already subscribe to our monthly employment law updates then contact us at [employment@morton-fraser.com](#) to receive it. As well as providing updates on key employment law developments, our monthly e-news also provides details of free employment law seminars that we run throughout the year. .

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