

LAWYERS

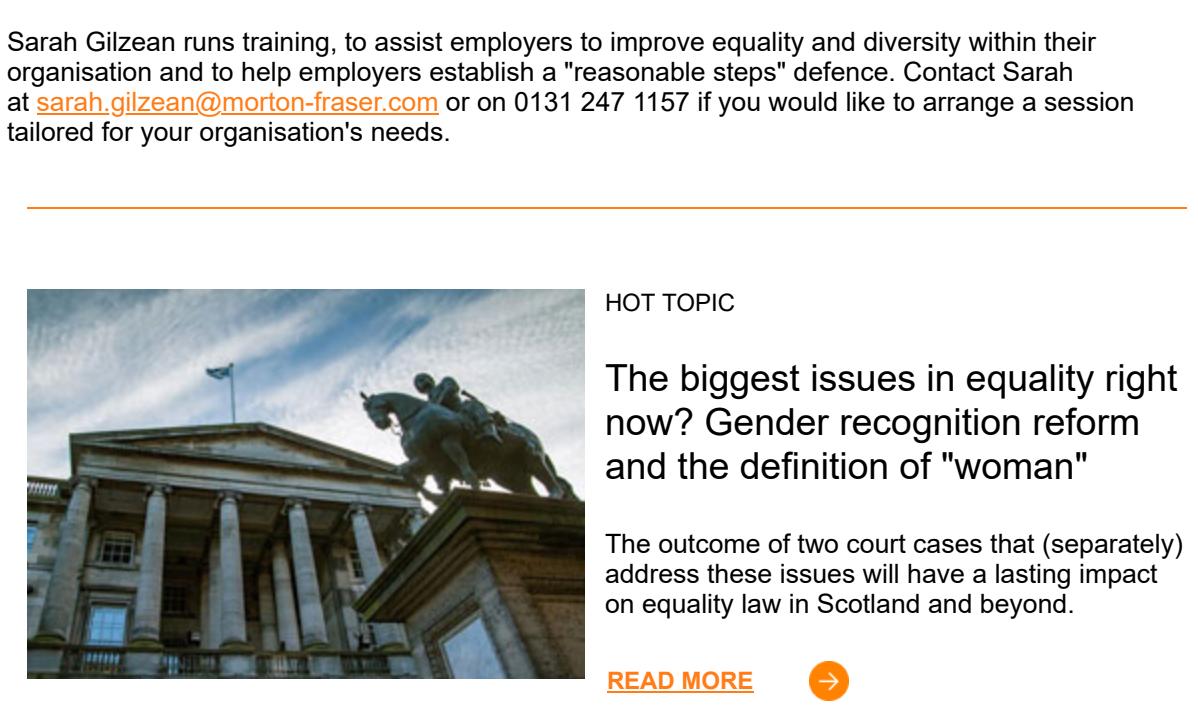


Equality Bulletin - Autumn 2023

Welcome to the re-launch of our Equality Bulletin.

Every quarter, we will be pulling together the latest news and developments on equality, diversity and inclusion issues for you. In this issue, we have a wide range of interesting highlights including two cases currently in court that deal with gender recognition reform and the definition of a 'woman', an update on ethnicity pay gap reporting, and an interesting case looking at how far an employer has to go to make reasonable adjustments for disabled job applicants.

You can find out more about our free webinars, as well as the equality and diversity training we can offer your organisation. You can also catch up on the move by listening to our latest equality podcasts. Scroll down to find out more.



ESSENTIAL WEBINARS

We have some equality related webinars coming up, starting with the new laws on preventing harassment in the workplace. You can register for this and our other upcoming essential employment law webinars now. The webinars last for approximately 50 minutes and are free to attend. Click on the link below for further details.

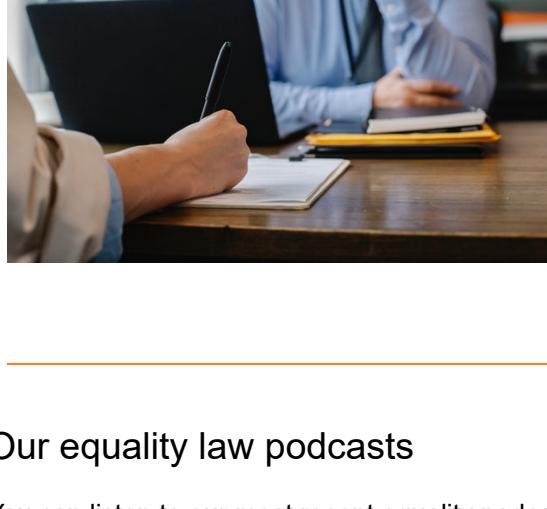
- [New laws on preventing sexual harassment in the workplace](#) - 5 December 2023
- [What to expect in employment law in 2024](#) - 11 January 2024

Our webinars are applicable to the law of Scotland, England and Wales. If you can't attend on the day please register anyway and we will send you a recording of the webinar.

EQUALITY AND DIVERSITY TRAINING

Do you provide training on equality and discrimination matters for your employees? Have you provided refresher training to your employees in the past year? If the answer to either of these questions is no then your organisation may be exposed to financial and reputational risk in the event that a claim is raised.

Sarah Gilzean runs training, to assist employers to improve equality and diversity within their organisation and to help employers establish a "reasonable steps" defence. Contact Sarah at sarah.gilzean@morton-fraser.com or on 0131 247 1157 if you would like to arrange a session tailored for your organisation's needs.



HOT TOPIC

The biggest issues in equality right now? Gender recognition reform and the definition of "woman"

The outcome of two court cases that (separately) address these issues will have a lasting impact on equality law in Scotland and beyond.

[READ MORE](#)



CASE REPORT

Four years, three job applications, £2k in compensation and one phone call

A tale of not making a reasonable adjustment.

[READ MORE](#)



UPDATE

Where are we with ethnicity pay gap reporting

Before the pandemic there seemed to be significant momentum behind the introduction of mandatory ethnicity pay gap reporting.

[READ MORE](#)



Our equality law podcasts

You can listen to our most recent equality podcasts by clicking on the links:-

[Paternity leave to become more flexible](#) - David Hossack and Caroline Maher discuss proposed changes to the statutory paternity leave regime.

[Taking Care of Working Carers](#) - Lindsey Cartwright discusses with David Hossack the new employment rights for carers that are on the horizon.

[Is it always discrimination to cancel an event because of the views of the speaker?](#) - David Hossack talks to Sarah Gilzean about the recent issue that arose where the cancellation of an event involving Joanna Cherry MP led to allegations of discrimination on ground of gender critical beliefs and a rapid re-instatement of the event.

For links to more of our podcasts see our [Podcast Library](#).

Contact us

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

EDINBURGH

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GLASGOW

[Lindsey Cartwright](#) on 0141 274 1141

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