

CIPD



University of Essex | 60
WHERE CHANGE HAPPENS 1964-2024

Getting to grips with the Equality Act Changes in 2024



Agenda

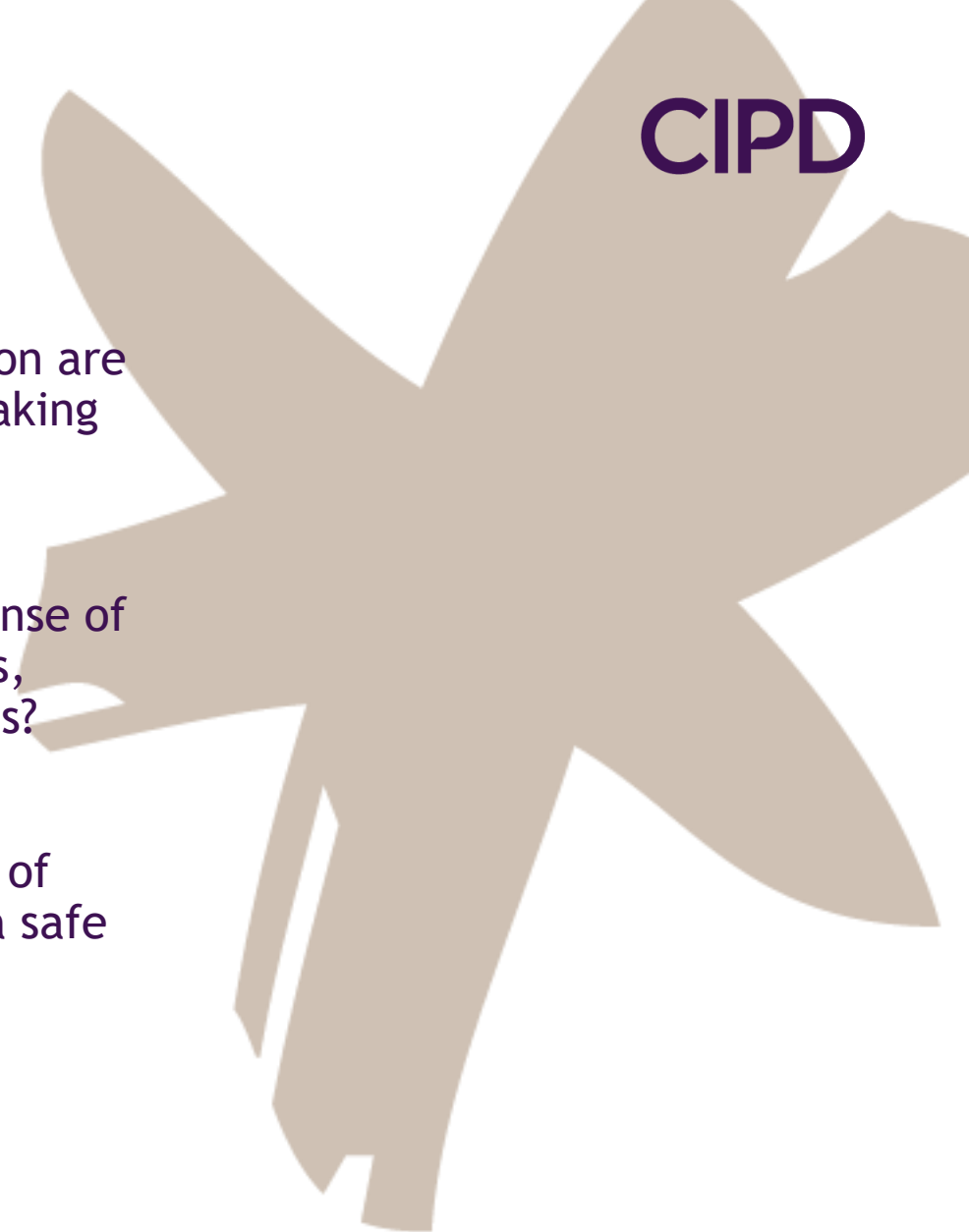
- 17:30 – 18:00 Networking and registration
 - 18:00 – 18:45 Diversity and Inclusion - the new legislative landscape and culture change
 - 18:45 - 19:00 Short break - refreshments and networking
 - 19:00 - 19:45 Transgender Rights and inclusive cultures in the workplace- Jim Glennon Pride UK Training and Consultancy
 - 19:45 - 20:00 Q&A with speakers
-

Aims for today

- Update you on changes to the Equality Act and other legislation which has been designed to strength family friendly policies and respond to issue of sexual harassment in the workplace
 - Explore how legal drivers can support culture changes
 - LGBT+ Month - an in-depth look at the CIPD's guidance on transgender inclusion in the workplace
-

Key questions to reflect on....

1. How does your organization ensure that diversity and inclusion are integrated into company policies, practices, and decision-making processes across all departments and functions?
2. What strategies does your organization employ to create a sense of belonging and inclusion for employees from diverse backgrounds, including those who may be part of multiple marginalized groups?
3. How does your organization address and respond to incidents of discrimination, harassment, or other forms of bias to maintain a safe and respectful work environment for all employees?





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Upcoming events by
CIPD Essex &
Ipswich



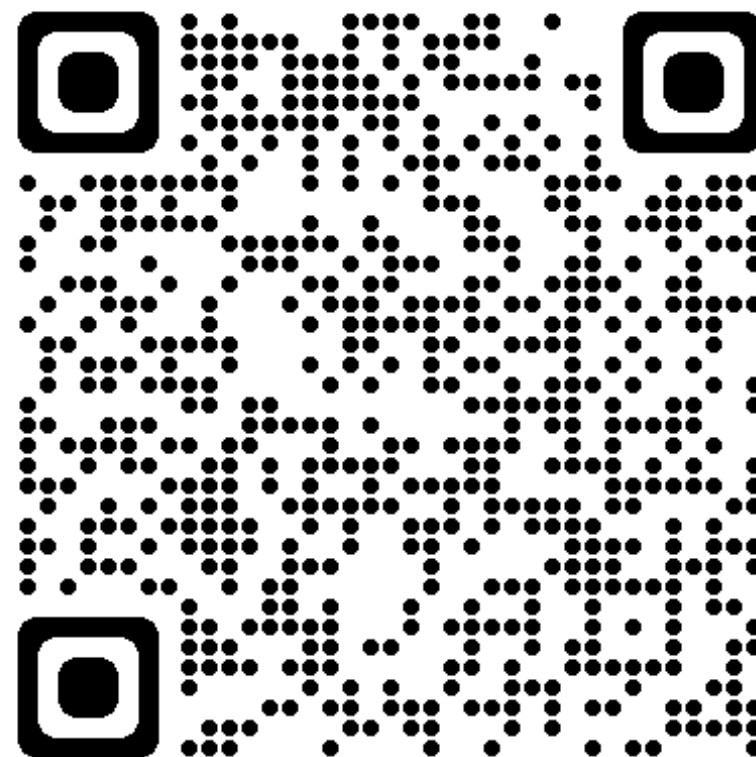
- **Essex and Ipswich Branch
Freelance and
Consultants Group -
Launch Event 9 February
2024**



- **Roundup of changes to
employment law in 2024
14 March 2024**

<https://www.eventbrite.co.uk/o/cipd-essex-and-ipswich-branch-7902997427>

Upcoming events by
CIPD Essex &
Ipswich



Changes to the Equality Act

CIPD



Post-Brexit preservation of EU Law (1 January 2024)



- special treatment permissible in connection with **maternity**, pregnancy or childbirth
- direct discrimination = less favourable treatment because of breastfeeding
- treatment after protected period because of pregnancy is protected

Post-Brexit preservation of EU Law (1 January 2024)



- protected period same for individuals whose maternity rights under statutory or contractual scheme (e.g. police)
- individual does not have to have protected characteristic under indirect discrimination
- **direct discrimination outside active recruitment**

Post-Brexit preservation of EU Law (1 January 2024)



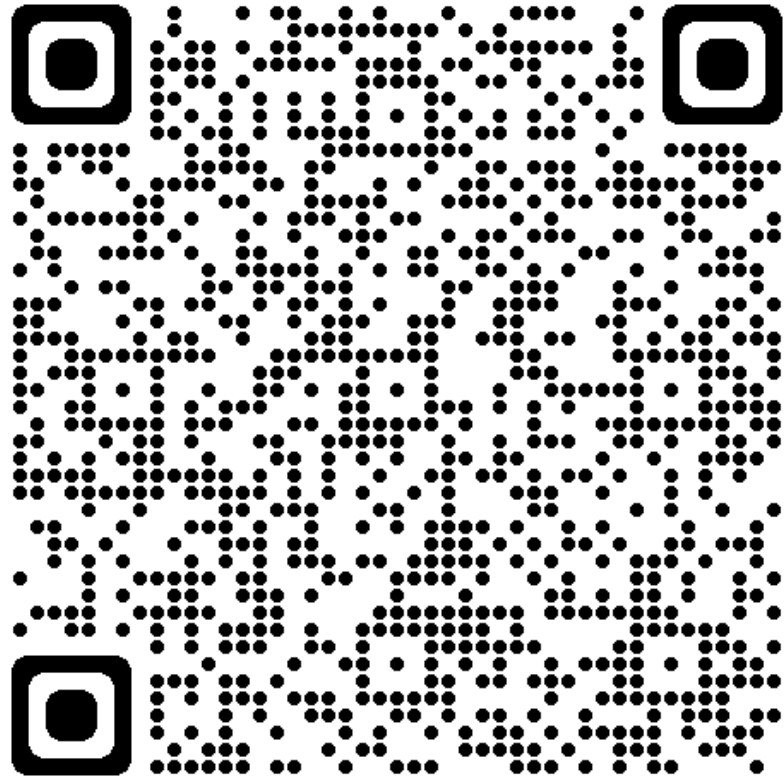
- equal pay – covered if single source
- disability - day to day activities include work-related activities

Changes to flexible working (6 April 2024)



- day 1 (↓ 6 months)
- 2 requests per 12 months (↑ 1)
- consider alternatives
- respond in 2 months (↓ 3 months)
- no requirement to consider impact
- 8 reasons to refuse

Changes to flexible working (6 April 2024)



Draft Acas code of practice



Extension of redundancy protection (6 April 2024)



- offer (in preference) suitable alternative vacancy
- on or after 6 April 2024
- miscarriage, maternity/adoption/ shared parental leave returners within 6 months
- not protect against redundancy

Carer's leave (6 April 2024)



- day 1
- 1 week in any 12 months
- unpaid
- provide / arrange long-term care for dependant
- taken in days or half days
- notice of twice period wish to take plus 1 day
- postpone but not deny

Reasonable steps to prevent harassment (by October 2024)



- no liability for third party harassment
- increase in compensation up to **25%** unless reasonable steps
- reasonable steps to prevent **sexual harassment**

Neonatal leave (by April 2025)



- day 1
- 1 - 12 weeks' leave
- baby (up to 28 days' old)
- neonatal care of at least 7 days
- taken in first 68 weeks
- paid if 26 weeks' service and LEL

Equal pay - disability and BAME



Non-disclosure agreements in harassment and discrimination



- permitted to police, regulated health and care professionals and legal professionals
- not extend to allegations
- enhance independent legal advice
- drafting guidance
- enforcement measures

Key questions...



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- How does your organization address and respond to incidents of discrimination, harassment, or other forms of bias to maintain a safe and respectful work environment for all employees?



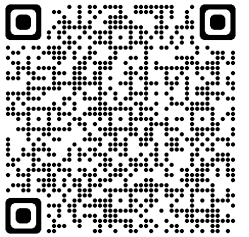
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let's talk

Training for your staff

A range of training to help your staff move forward with knowledge and confidence:

- **Equality / Equity, diversity and inclusion in the workplace**
- **Menopause in the workplace**
- **Bullying, harassment and equal opportunities in the workplace**



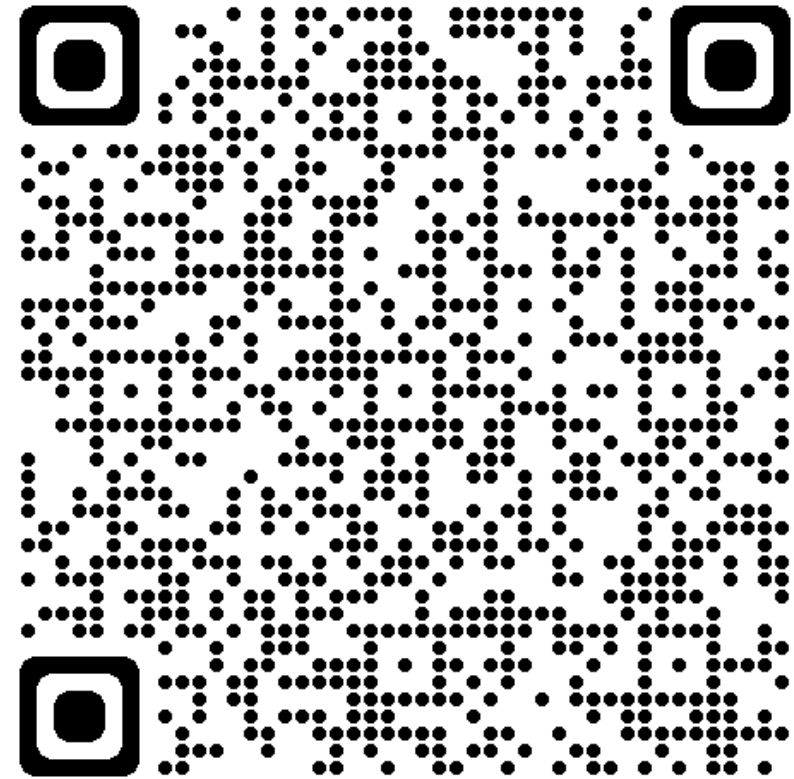
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Need a one stop shop HR and employment law solution? Keep policies and procedures up to date with legislation and case law?

Or do you just want to pick and mix from our services what you need...when you need it?

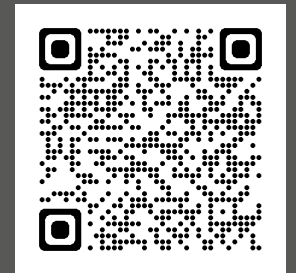
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Find out what Birkett Long's Legal 500 top tier BLHR & Employment team can do for you.

www.birkettlong.co.uk/chatterbox

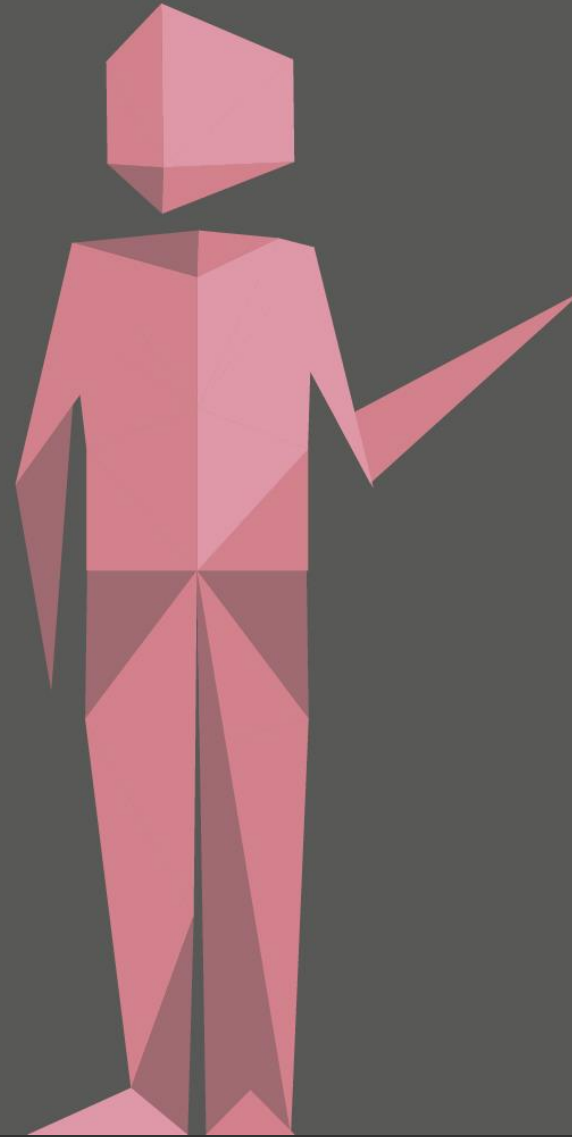
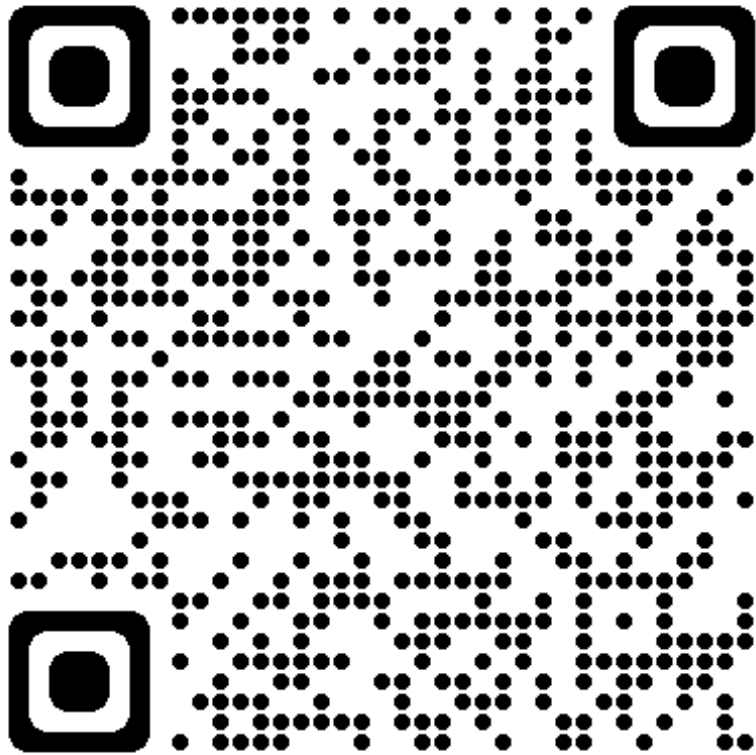


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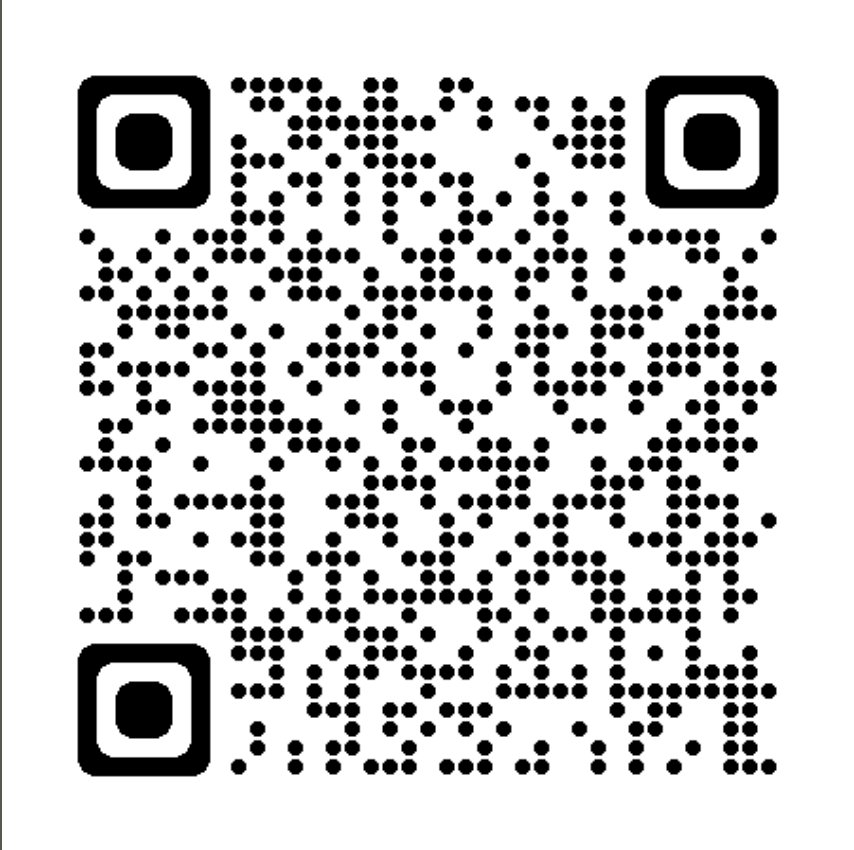
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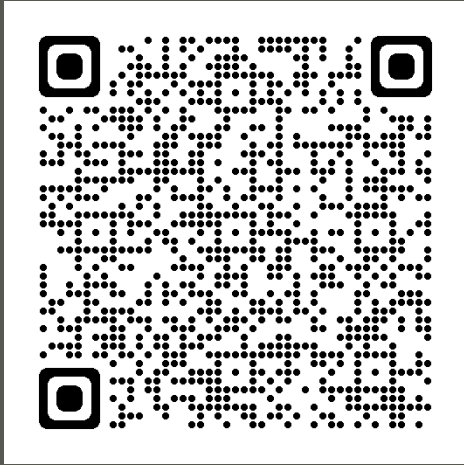
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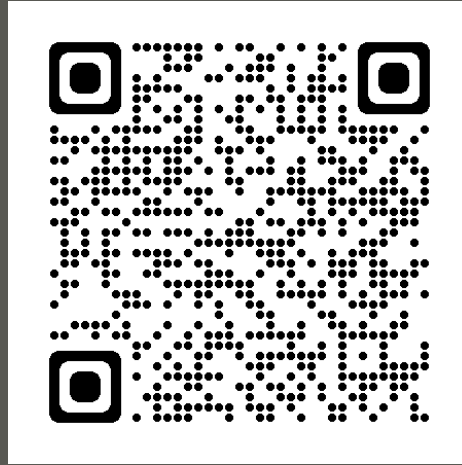
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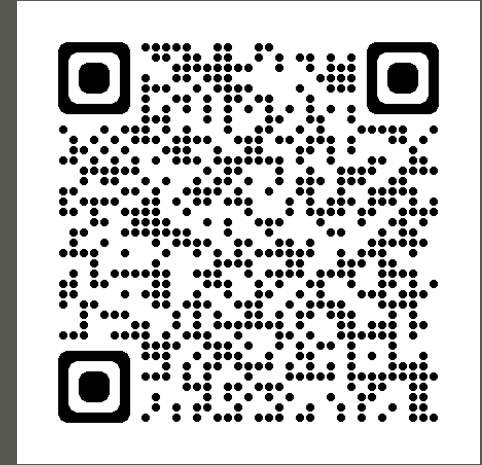
Workplace training



BLHR



Keep in touch



Notes from today's presentation

