



# Welcome to our first Equality News of 2025. We start this month with a look at

neurodivergence in the workplace and the challenges it creates - this is also the subject of our webinar on 6 March and more details can be found on how to register to attend below. We also cover the most recent judgment issued in a long running equal pay case, an EAT judgment that found an injury to feelings award to be manifestly excessive, and a breastfeeding case where a failure to provide a new mother with a safe and private place to express milk was found to be harassment related to sex. You can also scroll down to find out more details on recent podcasts and equality and

MEET OUR EQUALITY LAW PARTNERS

diversity training we can offer your organisation.



Contact



**Contact** 

### overcoming workplace challenges takes place on 6 March. In the month that sees Neurodiversity Celebration Week we will be joined by Matthew Day of Autism Initiatives to

ESSENTIAL EMPLOYMENT LAW WEBINARS

neurodivergent employees. You can register for this and our other essential employment law webinars by clicking on the links below. Our webinars last for approximately 50 minutes and are free to attend. Neurodiversity - Autism spectrum disorder: overcoming workplace challenges: 6 March 2025 Employment Rights Bill - Equality & harassment: 8 May 2025 Details of all of our Essential Employment Law webinars can be found here. Our webinars are

Our next essential employment law webinar, Neurodiversity - Autism spectrum disorder:

discuss how autism can impact work performance and what employers can do to support

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.

spoken in plain language", "Really insightful, knowledgeable and helpful", and "Great interaction. Brilliant advice."

Feedback from recent attendees at these seminars include "Very informative, good pace and

**EQUALITY AND DIVERSITY TRAINING** 

Do you provide training on equality and discrimination matters for your employees? Have you

harassment and harassment by third parties? If the answer to any of these questions is no,

provided refresher training to your employees in the past year? Did it cover sexual

# 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@mfmac.com or on 0131 247 1157 if you would like to arrange a session

NEURODIVERSITY IN THE

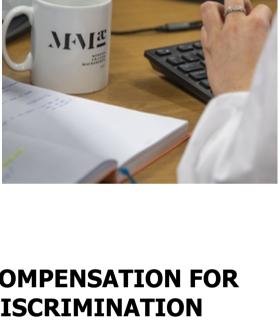
## workplace: Challenges, tribunals and how employers can help

tailored for your organisation's needs.

**Neurodiversity in the** 

WORKPLACE

## Creating an environment where workers feel comfortable disclosing neurodiversity will be key for employers in meeting the workplace challenges. **Read More**



# **HARASSMENT** Failure to provide secure, private place for expressing was harassment related to sex

Employer failed to provide appropriate space for expressing milk on employee's return from

maternity leave.

**Read More** 



**EQUAL PAY** 

**Read More** 

## Long-running supermarket equal pay claim one step closer to conclusion Female claimants seeking equal pay with their male colleagues are one step closer in the long running case against Asda.



What makes a belief "protected" under

the Equality Act 2010?

David Hossack and Kerri McGaff discuss an

Employment Appeal Tribunal case in which

the EAT considered whether "English Nationalism" could amount to a protected belief. **Listen Here** 



**Listen Here** 

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 specialists:

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**Contact Morton Fraser MacRoberts** 

<u>Sarah Gilzean</u> on 0131 247 1157 Lindsey Cartwright on 0141 274 1141



