

# Because equality matters

## EQUALITY BULLETIN - SPRING 2025

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 diversity training we can offer your organisation.

## MEET OUR EQUALITY LAW PARTNERS



**Sarah Gilzean**  
Partner

[Contact](#)



**Lindsey Cartwright**  
Partner

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## ESSENTIAL EMPLOYMENT LAW WEBINARS

Our next essential employment law webinar, Neurodiversity - Autism spectrum disorder: 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 discuss how autism can impact work performance and what employers can do to support 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 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.

Feedback from recent attendees at these seminars include "Very informative, good pace and spoken in plain language", "Really insightful, knowledgeable and helpful", and "Great interaction. Brilliant advice."

## 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? Did it cover sexual harassment and harassment by third parties? If the answer to any 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@mfmac.com](mailto:sarah.gilzean@mfmac.com) or on 0131 247 1157 if you would like to arrange a session tailored for your organisation's needs.

## NEURODIVERSITY IN THE WORKPLACE

### Neurodiversity in the workplace: Challenges, tribunals and how employers can help

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

[Read More](#)



## COMPENSATION FOR DISCRIMINATION

### Injury to feelings awards: How much is too much?

The EAT have recently reduced a "manifestly excessive" award of £10,000 to £2,000.

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## 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

### 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.

[Read More](#)

## OUR EQUALITY LAW PODCASTS

Our most recent employment law podcasts can be listened to at the links below.



### 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](#)



### UK Employment Tribunal award statistics - 2023/2024

David Hossack and Innes Clark discuss the recently published annual UK employment tribunal award statistics, including the highest awards made.

[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:

[Sarah Gilzean](#) on 0131 247 1157  
[Lindsey Cartwright](#) on 0141 274 1141