



Employment Team In Brief

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S O L I C I T O R S

Equality for all?

The Equality Bill was published this morning and you will no doubt have heard various parts of it reported in the media. The Bill consists of 15 parts (over 200 clauses and 28 Schedules!) The two main purposes of the Bill are to harmonise discrimination law, and to strengthen the law to support progress on equality.

I recall a couple of years ago attending a talk by Trevor Phillips, head of the Equality and Human Rights Committee, when he spoke about an all encompassing piece of legislation that could be applied to any situation of inequality and not be restrained by the application of existing legislation. The idea was to address all types of inequality and not just those that were specifically covered by existing legislation.

The new legislation will see most of the existing discrimination legislation repealed so that there can be a single approach where appropriate.

One of the areas that caught my attention was the requirement for businesses with over 250 staff to publish information about any disparities in pay and benefits between men and women, but that this is unlikely to be in force for a few years to come. There is also the provision for removing secrecy clauses in contracts that prevent employees from discussing with each other their pay and benefits.

The Bill will now be debated in Parliament and having regard to its size, this is likely to take some time!

For further information on this or any employment issues please contact the coleman-ctts Employment Team or Telephone – 0208 296 6846