

# Specialist Human Resources Limited

## Worker Protection (Amendment of Equality Act 2010) Bill

This is likely to find many Employers in the UK Wanting!  
Will you be one of them?

The UK Government has made it known that it supports the Worker Protection Bill which, in turn means that it will be passing through the parliamentary process and likely come into force in due course.

There are two main elements:

1. Employers will be liable for the harassment of their employees by customers, suppliers and the general public when at work and is not limited to sexual harassment. In the event that a complaint comes before the Employment Tribunal, employers will be expected to have taken all reasonable steps to prevent harassment and have rigorous policies showing the action that they will take in the event of harassment taking place.
2. Employers must have a robust policy, including carefully planned procedures for dealing with sexual harassment complaints in the workplace and provide training for the workforce that meets the quality expected by the Employment Tribunal. Furthermore, under the new legislation, the Equality & Human Rights Commission (EHRC) will be able to take enforcement action against employers for breach of the duty to prevent sexual harassment in the workplace. This is in addition to any action taken by the employee in the Employment Tribunal.

So why will this find many employers wanting?

In April 2020 I highlighted the fact that, according to a study carried out by the East Midlands Chamber of Commerce, only 48% of employers in that region had a dedicated policy on Equality, Diversity & Inclusion (EDI). I also reported that the

Employment Tribunal is now paying particular attention to the policy that the employer has put in place, together with the quality and frequency of EDI training provided to employees. Yet we are still seeing a large number of cases being brought before the Employment Tribunal for Discrimination & Harassment.

Will you be one of those employers who will come 'unstuck' when this new legislation comes into being?