

The Equality Act & Social Networking Sites



The risks to employers

The number of claims received by employment tribunals in the year to April 2010 rose by 56%. Figures for the first quarter of this year indicate that the total will be even higher, particularly if some of the gloomier predictions on the impact of the Equality Act prove correct.

This month's Exchange will focus on what the Equality Act will mean for employers and also address the growing risks (and occasional opportunities) for employers posed by social networking sites.

WHAT WILL I GET FROM THE EVENT?

- Expert legal guidance on:
 - how the Equality Act will significantly change and strengthen existing discrimination laws; and
 - the risks (and occasional opportunities) for employers posed by social networking sites.

CONTENT:

Equality Act – key developments

- The new concept of “protected characteristics”.
- Extending protection to prohibit discrimination by association or perception.
- Introduction of new claims for dual or combined discrimination.
- Pay secrecy clauses banned.
- Third party harassment (three strikes rule).

Social networking – key issues

- Employer's liability for cyber-bullying and harassment in the workplace.
- Safeguarding confidential information and business reputation.
- Using material on social networking as evidence in internal and/or employment tribunal proceedings.

Date: 23 November 2010

Time: 08.30 – 10.15 am

Venue: The Hub at
IQ Farnborough

Cost: this event is free

To book a place at the event,
please contact Audrey Leftwich

Phone: 01252 367525

Email: al@wheelerslaw.co.uk

The speakers at this event will be Mel McCrum and Simona Hamblet from Wheelers LLP, both of whom are specialist employment solicitors with substantial experience of advising HR managers and business owners.

Wheeler^{LLP}
SOLICITORS

People Management Exchange

Do you want to get the best from your people? Do you want the latest on employment issues and law? Do you want to network over coffee and breakfast pastries? If you answered yes to any of these questions, People Management Exchange is the place for you!

People Management Exchange is organised and hosted by WheelerS LLP, to provide local employers and human resource practitioners with an opportunity to share information and best practice in an informal setting at The Hub at IQ Farnborough.

Joining the Exchange is free and will enable you to tap into a wealth of local knowledge and expertise.

What will I get out of it?

- Breakfast meetings featuring a range of guest speakers and experts on people management
- An opportunity to network with local employers and fellow HR practitioners from the private, public and voluntary sectors
- Relevant updates on employment law and how it will affect your organisation
- A forum where you can exchange views, give and receive help, and share best practice
- A regular newsletter; and last but not least
- Breakfast to get you started for the day!



Where and When?

Breakfast meetings will be held approximately every quarter from 08:30 - 10:15 at The Hub at IQ Farnborough.

You can choose which meetings you attend. Just select those that focus on the people management issues that interest you most.

Members will drive topics for future events, so you get to decide which issues you would like the People Management Exchange to cover.

How do I sign up?

Just contact Audrey Leftwich to receive details of upcoming events or to book a meeting:

Phone: 01252 367525

Email: al@wheelerslaw.co.uk

Visit our website at www.wheelerslaw.co.uk

