

# Equality, Diversity & Inclusion |

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# Today's session

Introduction to Equality, Diversity,  
and Inclusion (EDI) Law in the UK

Legal Obligations and  
Responsibilities

Best Practices for Promoting EDI

Tribunal Awards

Notable Cases in the Retail Sector

Forthcoming Changes

# Introduction to Equality, Diversity, and Inclusion (EDI) Law in the UK



The Equality Act 2010 is the primary legislation governing EDI in the UK, which protects individuals from discrimination based on protected characteristics.



Employers have a legal obligation under the Equality Act 2010 to promote equality, eliminate discrimination, and foster an inclusive work environment.



Diverse and inclusive companies are 35% more likely to outperform their competitors (McKinsey & Company, 2018).

# Understanding EDI

A diverse workforce can bring different perspectives, ideas, and cultural insights, which can enhance customer interactions and lead to improved business outcomes.

Examples of successful retailers that have embraced diversity include Starbucks, which introduced inclusivity training after an incident of racial bias, leading to improved customer experiences and increased sales.

# Key Considerations

## Direct and indirect discrimination

- e.g., discriminatory dress codes or inaccessible store layouts that may disproportionately affect certain groups.

## Diversity

- Studies that show diverse teams are more innovative and 70% of consumers prefer to shop at businesses with a diverse workforce (Deloitte, 2017).

## Fair recruitment and promotion practices

- e.g., inclusive customer service training, and inclusive policies that accommodate diverse needs and backgrounds.

# Best Practices for Promoting EDI

## Practical strategies for employers to enhance EDI

- Implementing diversity training programmes, establishing inclusive recruitment practices, and creating employee resource groups to foster a sense of belonging.

## The need for ongoing monitoring, evaluation, and review of EDI practices

- Ensures continuous improvement and compliance with legal obligations.

# Tribunal Awards

Maximum Award	Maximum Award	Median Award	Average Award
Unfair Dismissal	£165,000	£7,650	<b>£13,541</b>
Race Discrimination	£228,117	£14,120	<b>£27,607</b>
Sex Discrimination	£184,961	£17,959	<b>£24,630</b>
Disability Discrimination	£225,893	£14,000	<b>£26,172</b>
Religion/belief Discrimination	£35,000	£25,968	<b>£19,709</b>
Age Discrimination	£60,914	£12,480	<b>£18,623</b>
Sexual Orientation Discrimination	£88,362	£28,384	<b>£32,680</b>

# Notable Cases in the Retail Sector



Wheatstone v Blakeney News Food and Wine Ltd



Keating v WHSmith Retail Holdings Ltd



# Forthcoming Changes

Flexible Working

Prevention of  
Sexual Harassment  
in the Workplace

Family-Friendly  
Measures

# Questions

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Thank you

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