

Commercial Insurance Newsletter

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The number of sex discrimination claims has risen nearly three times faster than the growth in overall claims brought to the employment tribunal this past year.

Source: Government data



Provided by:

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Sex Discrimination Claims Are on the Rise: Here's What You Can Do

Although it has been nearly two years since the historic hashtag made its debut, recent data revealed that organisations throughout the UK are continuing to experience a significant rise in sex discrimination claims as a result of the #MeToo movement. Indeed, the employment tribunal reported that **the number of work-related sex discrimination claims has soared by nearly 70 per cent in the past year.**

Between the Ministry of Justice recently eliminating the requirement to pay a fee before bringing a claim to the employment tribunal and the rise of the #MeToo movement, it's clear that employees have more motivation than ever before to voice sex discrimination concerns with employers—and make them pay the price for their mistakes. Use this guidance to help promote workplace equality and avoid future claims:

- **Know the law**—In order for you to implement the proper workplace controls to reduce sex discrimination risks, it's important that your organisation fully understands the law surrounding this concern. The [Equality Act 2010](#) protects UK employees from the following forms of sex discrimination:
 - *Direct and indirect discrimination*—When an employee is treated poorly or differently because of their sex, or when a workplace rule or procedure is applied to all employees but disadvantages those of a particular sex.
 - *Harassment*—Unwanted conduct (eg non-consensual physical contact and offensive or humiliating commentary) related to a person's sex or less favourable treatment of an employee because they have been a victim of sexual harassment.
 - *Victimisation*—Treating an employee unfairly because they have supported or made a complaint about sex discrimination.
- **Enforce workplace policies**—Apart from a sexual harassment policy, your organisation should establish and enforce policies that prevent sex discrimination in the realms of employee recruitment, pay, training, promotions and dismissals. Be sure to also require routine staff training on sex discrimination to educate employees on acceptable behaviours and provide proper support.
- **Take reports seriously**—Always take sex discrimination reports seriously. Workers should feel encouraged to share their concerns and receive proper support and resources when they do so.

In addition to these measures, ensure ultimate peace of mind against sex discrimination claims with robust insurance. For more information, contact our Business Insurance Team on 0141 259 0088 today.

These Are the Biggest Barriers to Ensuring Regulatory Compliance

SMEs reported the following concerns as top challenges in the realm of compliance management:



47%

Keeping policies updated with new or changing regulations



40%

Training employees on policies and regulations



32%

Reducing policy redundancies and inaccuracies

Source: Compliance experts

How Your Business Contracts May Be Affected by a No-deal Brexit

Less than one month remains until Brexit officially takes place on **31st October 2019**. As this date looms closer on the calendar, the possibility of a no-deal scenario is becoming more of a reality—making it crucial for your organisation to be prepared for such a result. Specifically, any contracts that your business has—whether with customers, suppliers or partners—could be impacted by a no-deal Brexit. With this in mind, now is the time to analyse your organisation’s contracts and ensure they will remain intact in the event of a no-deal. Failure to do so could result in legal disputes, broken supply chains, lost customers and reputational downfall. Be sure to review your organisation’s contracts for the following key concerns:

- **Regulatory changes**—If a no-deal takes place, the UK and EU could experience a variety of regulatory changes as a result of the UK becoming a separate entity. Organisational contracts should consider this possibility and have arrangements in place to ensure continued regulatory compliance in the event of a no-deal.
- **Exchange rate risks**—International tariffs, customs procedures and currency requirements could take place between the UK and the EU following a no-deal. These possibilities should be accounted for within organisational contracts. Further, your organisation should review all contracts to ensure these changes won’t impact the economic viability of either party. If economic viability becomes a concern, your organisation should meet with the other party to discuss repricing options or contract termination.
- **Organisational outcomes**—If a no-deal could require your organisation or another contractual party to make significant workplace changes—such as relocating operations to the EU or making major staff transfers—these changes need to be communicated and reflected within your existing contracts.

Data Reveals Compliance Is a Top Risk for SMEs: Use This Guidance

It’s no secret that SMEs face unique risks when compared to the average business, given their size and financial limitations. However, recent research revealed that the biggest concern facing SMEs has nothing to do with managing costs, but rather following the law. In fact, nearly 60 per cent of SMEs reported that the most worrying risk for their business is regulatory compliance. Regardless of size or industry, your SME can’t afford to ignore compliance concerns. Consider these tips to help your organisation keep compliance top of mind:

- Conduct routine staff training on relevant regulations to ensure employees know how they play a role in maintaining compliance.
- Make sure all workplace policies reflect regulatory compliance. Always include compliance in your routine risk assessment.
- Purchase proper cover to protect against non-compliance risks. For more information, contact our Business Insurance Team on 0141 259 0088 today.

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