

Employers Still Asking Inappropriate Questions at Interviews

A recent Barclays survey highlights that army veterans are regularly subject to discriminatory questions during recruitment processes. Employers have to be clear on what not to talk about during an interview. Below are key points to consider:

- The study noted that a quarter of the women involved were asked if they could dress 'in a feminine way' and if they had ever shot and killed anyone.
- In general, typical inappropriate questions include those on future family plans, political affiliations and a candidate's personal life.
- The Equality Act 2010 outlines protected characteristics for which a person cannot suffer less favourable treatment. This includes age, disability, gender, race, sexual orientation and maternity.
- Individuals who are not successful in their application, yet feel that the questions they were asked were discriminatory, could potentially bring a claim to employment tribunal.
- Employers should make sure that all questions asked relate purely to the role and the skills of the candidate.
- This can be done by training all managers in equal opportunities, diversity, employment law, interview skills and avoiding unconscious bias.

'Bullied' Transgender Worker Claims Discrimination

A former van driver states she was subjected to systematic bullying and discrimination by her colleagues as a result of her gender reassignment. Furthermore, she explains that management did nothing to counteract the issue and 'smirked' at her when she disclosed the abuse.

Did you know?

The government has recently announced a 70 point action plan to tackle LGBT discrimination in the workplace. Amongst other things, it will provide comprehensive training to companies on preventing and responding to this type of treatment.

New Zealand Firm Labels 4-Day Working Weeks a Success

The company allowed its 240 employees a 4-day week whilst keeping all salaries the same as a 5-day week. Despite initial concerns, productivity levels remained consistent whilst staff stimulation, satisfaction and job commitment increased.

Did you know?

All UK employees are able to apply for flexible working once they have worked for the same employer for a period of 26 weeks, which can include shortening or changing hours to help facilitate personal commitments outside of work.

Successful Appeal Revives Employment Contract

In *Patel v Folkestone Nursing Home*, the Court of Appeal has highlighted that a successful appeal against a dismissal revives the contract of employment, entitling the employee to back-pay and contractual benefits for the intervening period.

Did you know?

This case confirms how employers should approach the period between the initial dismissal and the appeal outcome. It outlines that they should consider the employee dismissed but also be prepared to re-instate the original contract if the appeal is successful.

Protection provided by the Equality Act 2010 also extends to job applicants. The above survey shows that employers can still be unclear on what should be classed as an inappropriate question. If you feel you need further advice or training on this issue, please contact Croner using our 24 hour advice line.

Please contact the 24 Hour Advice Service for advice on your specific situation before acting on the information in this publication.