

LEADER  
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Fair and ethical policies brought to the table

by RUTH LUMLEY

PICTURE: SAM STEPHENSON

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EMPLOYERS are being encouraged to promote and support fair and ethical employment practices and policies.

Brighton and Hove pressure group Local Employers Acting on Diversity, Equality and Race (LEADER) held its first workshop in Horatio's on the Palace Pier, Brighton, on Thursday morning.

Business leaders met to share ideas and devise ways to encourage diversity and uphold equality in workplaces across the city.

Building on the success of a model in Southampton, Brighton's LEADER offers a network for employers to discuss best practice, information and ideas.

Regular events will help employers in adopting best practice in their recruitment and employment policies.

Claire Mitchell, chairwoman of the group, said: "We as the Brighton and Hove LEADER group were very pleased to have the opportunity to launch our diversity employment network by hosting a workshop in partnership with Acas on the legalities of employment, such a key topic in this current economic climate.

"Everyone there was stunned by how easy it is to get staff management wrong and land up facing a costly tribunal."

The workshop was led by employment specialists at Martin Searle Solicitors and Acas.

The morning kicked off with an overview of discrimination law.

Delegates were then given a set of tasks to help them explore a range of workplace scenarios involving allegations of discrimination.

The tasks encouraged them to examine the choices open to managers in different situations.

Fiona Martin, employment



IDEAS: From left, Claire Mitchell, Fiona Martin, of Martin Searle, and Acas's Jane Coward

## Importance of equality

solicitor and director of Martin Searle Solicitors, said: "It was a lively event with a great turnout from such a busy group of people.

"Everyone was committed to learning more about discrimination law and sharing information on equality and diversity issues."

Jane Coward, South East Trainer of Acas, described the workshop as "extremely posi-

tive, with great participation from the group".

Therese Milligan, director of Quantum Recruitment Solutions, said: "It provided good examples of potentially challenging scenarios within today's diverse working environments and how to avoid them."

The founding members of LEADER are keen to involve more employers. Members

have access to the latest information on best practice in equality and diversity as well as networking opportunities with like-minded businesses.

Membership costs £25 a year. Businesses and individuals can join by signing the charter at [www.leader.brighton-hove.org](http://www.leader.brighton-hove.org).

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