



# A decade fighting for equality at work

Prospect is strongly committed to equality for all our members. Our union representatives have a great track record of challenging inequality in the workplace and winning...

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When necessary we will use the law robustly to fight against discrimination in all its forms. We have looked back over some of the legal highlights for Prospect members in the last decade.



- 2010** 4 football assistant referees win their case of age discrimination when the tribunal rules a fixed retirement age of 48 was discriminatory.
- 2012** Graham Dean wins his claim against the Home Office, when the tribunal finds that the assessment centre approach for promotion discriminated against BAME and older workers.
- 2013** Over 180 staff at the Intellectual Property Office have their pay increased by £8,000 or to the maximum of the grade after a long running equal pay case was settled the day before the Employment Tribunal hearing.
- 2014** An air worthiness engineer who was dismissed by the Civil Aviation Authority for refusing to relocate 120 miles from his home won his employment tribunal claim for unfair dismissal and disability discrimination.
- Refusal to allow Lisa Ward to work part time following her return from maternity leave was indirect sex discrimination.
- 2015** Member settles her claim of victimisation shortly before a 12 day tribunal hearing. She had raised a grievance of sexual harassment against her line manager and when her grievance was upheld she had been moved to a different job. The settlement not only made up for her lost wages but also identified actions to get her career back on track.
- 2016** Tribunal finds BT's dismissal of Paul Pigott was unfair and amounted to disability discrimination.



- 2017** The Supreme Court upholds principle of indirect discrimination in landmark case for Mohammad Naeem challenging discrimination on grounds of race and religion
- HR Manager, Ann Downie was held to have been unfairly dismissed and subjected to sex discrimination when she was dismissed for not agreeing to increase her hours.
- 76 women bring tribunal claims against the Met Office for equal pay resulting in a new pay deal improving the pay for most staff.
- Amy Arnold won a complaint of unlawful victimisation against UKPN when she was denied promotion after successfully raising a grievance over equal pay.
- 2018** Tribunal find Niki Savvides was discriminated against on grounds of pregnancy when her employer, the British Museum, failed to offer her a job at the end of her fixed term contract.
- Two separate tribunal claims were settled out of court after members brought cases complaining of Islamophobic abuse at work.
- 2019** Economist, Olwen Renowden, won her claim against the Office for National Statistics, when she was overlooked in favour of men for promotion to a higher grade.
- Lizzie Walmsley wins her tribunal claim after she was victimised by her manager for speaking out about sexual harassment and the MeToo campaign.
- Tribunal enter judgment that DVSA failed to make reasonable adjustments when disabled driving instructor, Philip Hurst applied for work.
- 2020** Successful judicial mediation results in settlement for six members challenging the MOD's performance assessments system which raised issues of indirect discrimination on the grounds of age, part time status and disability.
- A member settles his tribunal case of harassment on the grounds of sexual orientation.

For details of these cases and more, visit [prospect.org.uk/equality10](https://prospect.org.uk/equality10)