



**PREVENTING DISCRIMINATION CLAIMS SEMINAR  
03 JULY 2008**

Dear Colleague,

Discrimination law can raise complicated and costly issues for all employers.

- **Between October 2006 and January 2008 147,530 discrimination claims were brought in the UK. This compares to just 114,392 for the four years from 2002 to October 2006.**
- **In 2006/2007, the biggest award in a discrimination claim against an employer was £138,648 in a case of disability discrimination.**
- **The highest award ever for a sex discrimination claim was £1.4 million in 2002.**

**Equality North East**, in partnership with **Dickinson Dees LLP**, is pleased to invite you to a breakfast seminar on Thursday 03 July 2008 at the offices of **Dickinson Dees LLP**.

**Content**

The seminar will provide a general update and practical guidance on complying with the law and avoiding discrimination claims. It will also discuss the practical application of discrimination law and the operation of equal opportunities legislation in practice. Speakers will be Emily Cox of **Dickinson Dees LLP** and Steve Cave of **Equality North East**.

In particular the seminar will cover:

- **Recruitment and selection**
- **Defending discrimination claims**
- **Pay and benefits**
- **Responding to grievances**
- **Contracts of employment and equality and diversity policies**
- **Reasonable adjustments**

**Time and Place**

Registration will be from 08:00am for commencement at 08:30am prompt. A 10:30am finish is expected. Venue will be the offices of Dickinson Dees LLP, St Ann's Wharf, 112 Quayside, Newcastle upon Tyne, NE99 1SB. Parking is available in the St Ann's Wharf and Sandgate car parks behind the Dickinson Dees' offices.

The booking procedure and registration form can be found overleaf.

Yours sincerely

Liz Reay  
Chief Executive  
**Equality North East**



**DICKINSON DEES**



**Booking Procedure**

This seminar is at a cost of £10.00 per person and £5.00 per additional delegate with payment in advance by cheque only. Cheques should be made payable to **Equality North East** and places will be strictly limited. Please complete and return the booking form as soon as possible or contact Helen Fletcher at **Equality North East** on 0191 495 6262 for further information.

**Registration Details**

To register please complete the following and return FAO Helen Fletcher:

- By post to the address below enclosing a cheque for the required amount.
- Please note that attendance is by *Registration* only and we request a maximum registration of two delegates per organisation.
- Closing date for registration – **Friday 27 June 2008**
- For directions please visit <http://www.dickinson-dees.com/Contact/Maps.asp>

<b>'Preventing Discrimination Claims' Seminar</b>		<b>Thursday 03 July 2008</b>
<b>Name:</b>		
<b>Title:</b>		
<b>Organisation:</b>		
<b>Additional Delegate:</b>		
<b>Telephone:</b>		
<b>Address:</b>		
<b>email:</b>		
<b>Special Requirements: e.g. dietary or access.</b>		

Please accept this registration and confirm receipt of payment.

I enclosed a crossed cheque to the value of £.....made payable to  
**'Equality North East'**

Signature.....