

Train, don't click.

Make in-person anti-racism, faith and harassment training a statutory duty.

An AEMWG ask to the Scottish Government, UK employers and Aberdeen City Council.

The case behind this ask

In 2014, AEMWG's founder brought a case against **Aberdeen City Council** while working there as an agency worker on a zero-hours contract, with **No Recourse to Public Funds (NRPF)** immigration status — hire-and-fire, no benefits, no fallback if she lost the placement.

She was mocked for her **Indian ethnicity** — including the then-common workplace trope of the “Call Centre Voice” used to belittle Indian colleagues — persecuted for her **Catholic faith**, and sexually harassed.

The case settled in 2015 with a non-disclosure clause and one written condition: that the Council would deliver staff training on racism, religion and sexual harassment. Eleven years on, staff still working there report nothing has materially changed.

Why this is publishable now

NDA's that gag victims of harassment and discrimination are no longer enforceable in the UK following the #MeToo shift, the **Worker Protection (Amendment of Equality Act 2010) Act 2023**, and Solicitors Regulation Authority guidance making such enforcement unethical.

Where the law agrees

Marina Wheeler KC's Fair Workplace report identifies the same gap at national level: clickthrough e-learning and policy links do not change behaviour, and they do not discharge an employer's duty of care to staff facing racism, religious abuse or sexual harassment.

Source: British Vogue interview with Marina Wheeler KC — [vogue.co.uk/article/marina-wheeler-workplace-harassment-interview](https://www.vogue.co.uk/article/marina-wheeler-workplace-harassment-interview)

AEMWG's policy ask

Anti-racism, faith and sexual-harassment training should be a statutory requirement — delivered:

- **In person**, not online
- **Over a full day**, not a 20-minute module
- **By qualified facilitators**, not HR sign-off
- As a **minimum standard of duty of care**

Who we are calling on

The **Scottish Government**, **UK employers**, and **Aberdeen City Council** specifically — to legislate and resource this as the floor, not the ceiling, of workplace equality practice.

Read the full argument: aemwg.org/crt-vs-wheel

Aberdeen Ethnic Minority Women's Group CIC · workshops@aemwg.org
Standalone policy brief — share, print, take into the room.

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Worker Protection (Amendment of Equality Act 2010) Act 2023
Marina Wheeler KC — Fair Workplace report