



Elizabeth Solowo-Coker
Government Equalities Office
Equality Law and Better Regulation Unit
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7th August 2012

Dear Elizabeth Solowo-Coker,

British Retail Consortium response to the Government Equalities Office consultation on the Equality Act 2010 – employer liability for harassment by third parties

The British Retail Consortium (BRC) welcomes the opportunity to respond to this consultation and comment on the Government's proposal to remove section 40(2)-(4) of the Equality Act 2010.

The BRC represents the whole range of retailers, from the large multiples and department stores through to independents, selling a wide selection of products through centre of town, out of town, rural and virtual stores. Membership includes the major multiples, a range of small and medium sized retailers plus various sector-specific and small business trade associations.

The BRC agrees that the third party harassment provision should be repealed. Our members already do everything they can to ensure that their employees can work in an environment free from harassment. Removing this provision will however help remove a potential regulatory burden on business while not affecting the other avenues of legal redress which an employee may use if they are subjected to conduct that would count as third party harassment.

If you would like any further information please do not hesitate to contact me.

Yours sincerely,

Michelle Irving
Employment Policy Adviser