

SIX MONTHLY LEGAL UPDATES



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solicitors

The law is constantly changing and evolving and we understand that for many registered providers it can be daunting to provide certification that their organisation complies with this regulatory requirement. Many organisations only discover they are non-compliant when problems arise, which is often too late, and can open them up to criticism, an IDA, or potentially a downgrade by the Regulator.

Our **six monthly legal update report** is designed to enable you proactively to address legal issues by providing an update on relevant legal issues within the previous six months and highlighting issues which should be identified or addressed in the forthcoming six months.

The report is presented in a **"traffic light" format**, making it easy for you to identify issues which need urgent action or consideration.

GOVERNANCE
ARRANGEMENTS SHALL
ENSURE REGISTERED
PROVIDERS...ADHERE TO
ALL RELEVANT LAW -

GOVERNANCE AND
FINANCIAL VIABILITY
STANDARD, REQUIRED
OUTCOME 1.1.

I had been looking for a product such as the Legal Update Report for some time, as a way of ensuring that things didn't fall through the cracks. The report provided by ACS meets our needs well. It is comprehensive but well structured, allowing colleagues to focus on areas closest to their specialist needs. We make reference to it during our annual assurance report to our board, as one of the controls used within the business to make sure we remain abreast of what seems to be an increasingly fast paced world. This helps the Board to take comfort that they can state within the statutory accounts that we take reasonable steps to ensure legal and regulatory compliance.

Paul Medford, Aspire Housing Group

Area of Law	Legal Issue	Rating	Further Information	Action Points
			Note also the ASA has published a report setting out intentions to introduce new rules on gender stereotyping.	
Commercial ACS Contact: Rebecca Ward	Website management and the Unfair Trading Regulations ("UTR")		The Competition and Markets Authority ("CMA") has become increasingly concerned to ensure that all genuine and lawful reviews should be published online and that companies should not limit the consumer's ability to leave a negative review. The CMA advises that managing or presenting reviews in a way which could mislead consumers may result in a breach of the Consumer Protection from UTR 2008.	You should ensure that you, or the IT companies that manage your websites, do not filter reviews. Also you should ensure that you have clear terms and conditions that allow you to remove malicious or untrue reviews.
Employment (update from May 2017) ACS Contact: Kate Watkins	Gender pay reporting The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017		This is confirmation of our previous legal updates. The Regulations that relate to gender pay reporting came into force on 6 April 2017. Employers with 250 or more employees on 5 April 2017 are subject to the obligations in the Regulations. Gender pay reporting is a different requirement to carrying out an equal pay audit. Key points to note are: <ul style="list-style-type: none"> there is a wider definition of who counts as an employee and this includes workers as well as some self-employed people. Agency workers are included but counted by the agency providing them; there are six calculations to carry out and the results must be published on the employer's website and a government website within 12 months and therefore by no later than 4 April 	If on 5 April 2017 you engaged 250 or more eligible employees (regardless of whether that number has now decreased) you will have to comply with the Regulations, and publish six separate calculations showing your: <ul style="list-style-type: none"> average gender pay gap as a mean average; average gender pay gap as a median average; average bonus gender pay gap as a mean average; average bonus gender pay gap as a median average; proportion of males receiving a bonus payment and proportion of females receiving a bonus payment; and proportion of males and females in each quartile when divided into four groups ordered from lowest to highest pay. The results will have to be published on your website

Within the report, we also provide suggested action points in relation to each legal issue, tailored to our social housing clients, to ensure they are relevant and pragmatic.

If you require a more thorough assessment of your organisation's legal compliance, we also offer our "Legal Compliance Certification" product – please do contact us if you would like more details of this.

FOR FURTHER INFORMATION OR TO DISCUSS IN MORE DETAIL PLEASE CONTACT:

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