

Employers have a duty to make reasonable adjustments to sickness absence policies

Employers are under a duty to make reasonable adjustments to the way in which they apply their sickness absence policies.

Instruction not to speak native language at work was not discriminatory

It is not discriminatory on grounds of race for an employer to ask its employees not to speak their native language at work in circumstances where there are legitimate security concerns.

Grant of smaller than expected bonus was not breach of contract

An employer was not in breach of contract for paying an employee a discretionary bonus of 1% of profits in circumstances where the employee claimed to have been told that 5% would be the minimum.

Negative reference can be discriminatory regardless of referee's motive

The EAT has found that it is not necessary to show a referee's motive when bringing a disability discrimination claim following a negative reference, which is based partly on an individual's frequent absences.