What to expect in equality law

BDBF considers some of the bigger changes expected in the coming months and years to equality law.

To which cases does the Acas Code apply?

When will an employee be able to claim an uplift for breach of the Acas Code?

Tottenham Hotspur wins case over taxation of Peter Crouch’s termination payment

Tottenham Hotspur did not need to pay employer’s National Insurance contributions in respect of the payments it made to Peter Crouch and Wilson Palacios when they transferred to Stoke City.

Employee reinstated to job on restricted duties after dismissal 9 years ago

An Employment Tribunal has ordered that an unfairly dismissed employee be reinstated on restricted duties to the job from which she was dismissed 9 years previously.

Confidential information on defendants' computers ordered to be destroyed

The High Court has passed an injunction requiring that confidential information be deleted from the computers of the ex-employee and his new employer.

Race discrimination may not include mistreatment due to immigration status

Domestic workers who are mistreated because of their vulnerable immigration status may not pursue race discrimination claims against their employers.

Expectation that disabled employee would work late could be discriminatory

In a workplace where everyone works late, does the expectation of long working hours discriminate against disabled employees who struggle to comply?

Is it lawful to ban a Muslim woman from wearing her headscarf at work?

Did G4S’s policy against wearing religious symbols at work discriminate against a Muslim employee who wanted to wear her headscarf?

Excluding pupil with ADHD for having sex on school premises

was not discriminatory

It was not discriminatory for a school to exclude a pupil with ADHD for having sex at school, as her ADHD was not serious enough to be a disability.

France considers banning work emails outside of working hours

France is considering new legislation which, if passed, will ban employees from sending work-related emails when they are at home.

Is it discriminatory to dismiss a Christian for standing by her paedophile husband?

A school decided to dismiss an employee for standing by her husband, who had committed child sex offences. Was this decision discriminatory because of the employee’s Christian beliefs?