What employers should know about the new General Data Protection Regulation

The UK Government will be implementing the General Data Protection Regulation in 2018. BDBF discusses what employers should do to plan.

Data subject access requests and third party information

Documents containing the personal information of more than one person should not automatically be disclosed on submission of a subject access request.

Discrimination and sickness absence policies

An employer must be able to justify the specific application of a sickness absence policy in any particular case.

EasyJet roster was discriminatory towards breastfeeding mothers

EasyJet’s roster system, which could require cabin crew to work shifts of over 8 hours, was indirectly discriminatory on grounds of sex.

Asda equal pay claims get a green light

Asda’s female shop-floor workers are able to compare themselves to their male colleagues in the distribution centres for the purposes of an equal pay claim.

Further decision on Northern Ireland ‘gay cake’ case

A Christian bakery’s refusal to bake a cake bearing a message in favour of legalising same-sex marriage was discriminatory.