Southern Rail fails to obtain injunction to prevent strike

Southern Rail’s parent company has failed in an attempt to obtain an injunction preventing strikes led by ASLEF.

New gender pay gap regulations due in April 2017

The new gender pay gap regulations are due to come into force on 6 April 2017 and will require employers with 250 staff or more to publish their pay data.

When does workplace stress amount to a disability?

Work-related stress which is the product of unhappiness with a particular situation may not of itself amount to a disability.

Teacher’s dismissal for showing horror film to pupils was discriminatory

An employer’s dismissal of a disabled employee for showing pupils a horror film amounted to discrimination arising from disability.

Can employers take into account expired warnings in deciding to dismiss?

In some cases, an employer can take into account an employee’s history of expired written warnings in deciding to dismiss them.

Is an employer liable for an assault at the Christmas after-party?

An employer was found not to be liable for an employee’s serious injury caused by an assault during drinks held after the office Christmas party.