Are employers’ bans on headscarves at work discriminatory?

An employer’s ban on wearing religious symbols at work may or may not be directly discriminatory depending on the reason for the ban.

Contractors may be covered by Gender Pay Gap reporting regulations

The Gender Pay Gap reporting regulations are now in force, and guidance suggests that contractors’ earnings may need to be covered in the reports.

Proportionality and data subject access requests

An employer must only conduct a proportionate search, and give a proportionate response, to data subject access requests it receives.

At what point does a notice sent by post take effect?

Notice of termination of employment sent by post will take effect once the recipient has personally taken delivery of the letter.

Wrongly advertising an apprenticeship is now an offence

It is now an offence for a training provider to use the word ‘apprenticeship’ to refer to an arrangement which is not a statutory apprenticeship.

Poor attitudes to organisational change can be gross misconduct

An employee’s poor attitude towards organisational changes within their employer’s business could amount to gross misconduct.

Employers must now pay Immigration Skills Charge

Employers must now pay an Immigration Skills Charge of up to £1,000 per year for each skilled migrant they employ.

No need to prove reason for disadvantage in indirect discrimination

In order to successfully establish indirect discrimination, claimants do not have to prove the reason why a practice puts their group at a particular disadvantage.

British Gas refused permission to appeal on holiday pay case

British Gas has been refused permission to appeal to the Supreme Court over a decision that holiday pay must include results-based commission.

Employer given £2 in damages for misuse of confidential information

An employer has been awarded only £2 for its former employees' breaches of their confidentiality duties, rather than the £15 million it claimed.