

How can an employer give an opinionated reference?

The High Court has clarified the scope of an employer's duty when giving a reference in respect of a former employee.

Why context matters in harassment claims

The EAT has made clear that context is key to the determination of whether conduct amounts to harassment.

Disability discrimination and employers' knowledge

The Court of Appeal has set out what an employer does and does not need to know in order to be found to have discriminated against a disabled employee.

Why employers can be liable for discrimination via their agents

The Court of Appeal has considered the circumstances in which an employer will be held liable for acts of discrimination committed by their agents.

Can a contract insist on variations being made in writing?

The Supreme Court has confirmed that a contract can validly prohibit variations being made to it orally.

Does gross misconduct need to be a single act?

The EAT has clarified the circumstances in which an employee can fairly be dismissed for gross misconduct.