

# **Six months to go: is your business ready for the employment law reforms coming into force in April 2020?**

Change in the employment law sphere rarely slows down – even in the face of Brexit. We are now only six months away from a host of employment law reforms, most of which are scheduled to come into force on 6 April 2020. Below we outline the reforms and the preparatory steps for employers.

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## **Unwanted shoulder massages at work did not amount to harassment**

In the era of #MeToo, employers are under increasing pressure to stamp out sexual harassment in the workplace. Faced with a more knowledgeable and vocal workforce, employers must ensure that the workplace culture does not encourage or tolerate inappropriate conduct.

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# **Employees and workers planning to blow the whistle protected by whistleblowing laws**

A recent decision of the Employment Tribunal has significantly expanded whistleblowing protection in the UK. In *Bilsbrough v Berry Marketing Services Ltd* the Employment Tribunal ruled that whistleblowing protection extends to those who are perceived or believed to be preparing to blow the whistle but have not yet done so.

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# **Vegetarianism is not a philosophical belief under the Equality Act 2010**

To date, an eclectic range of beliefs have acquired protection from discrimination at work, from beliefs in climate change, Scottish nationalism and the ability of mediums to communicate with the dead, to beliefs against lying, fox hunting and hare coursing. Therefore, one could be forgiven for thinking that a belief in vegetarianism would easily acquire protection.