The COVID-19 Job Retention Scheme from 1 July 2020 onwards – a guide for employers

This is BDBF’s guide to how the second phase of the COVID-19 Job Retention Scheme (Scheme) will operate between 1 July 2020 and 31 October 2020.

Racial stereotypes were discriminatory and justified dismissal without notice

In Lamonby v Solent University the Employment Tribunal had to consider whether it was fair to dismiss an employee who had made remarks which betrayed a tendency to stereotype according to race, even where such stereotypes were sometimes positive.

Employer discriminated against depressed employee by

failing to guarantee that she would not have to work with alleged harassers again

Employer discriminated against depressed employee by failing to guarantee that she would not have to work with alleged harassers again. In this case, the EAT considered whether it would be a reasonable adjustment for an employer to provide an undertaking to a disabled employee guaranteeing a severance package in the event that it could not maintain certain working arrangements.

Revised COVID-19 health and safety guidelines for offices and contact centres published

Back in May 2020 the Government published COVID-19 secure guidelines setting out the health and safety measures to be adopted in different types of workplaces. In this briefing, we highlight the latest core objectives for office-based employers contained in the updated Guidelines published on 23 July 2020.