

BDBF'S 2021 employment law tracker

Make sure you are top of the HR class by reading BDBF's updated 2021 employment law tracker. The tracker will bring you up to date on all the key pieces of UK and EU employment legislation on the horizon, as well as relevant Government consultations.

Final warning for poor performance and the impact on the fairness of dismissal

In *Fallahi v TWI Limited*, the EAT held that in performance dismissal cases, Tribunals may only look behind final written warnings where they are “manifestly inappropriate”.

Dismissal of senior male employees following publication of high gender

pay gap figures was sex discrimination

An Employment Tribunal has recently decided that the dismissal of two senior male employees amounted to sex discrimination, where the dismissals had followed the announcement of the employer's gender pay gap figures and a radical new approach to diversity within the business.

Two Parliamentary inquiries launched into menopause and the workplace

Davina McCall's recent high-profile documentary, *Sex Myths and the Menopause*, helped normalise conversations about the menopause in our living rooms. Since then, the movement to bring the menopause out into the open – including in the workplace – has gathered momentum, with two new Parliamentary inquiries launched in the last few weeks. In this briefing we explain what the inquiries are about and how you can submit your views.

Changes to the rules on self-

isolation: points for employers to note

As summer draws to a close, employers are looking forward to a smooth return of staff to the workplace for at least part of the working week. In readiness for this, the Government has updated its NHS Test and Trace in the Workplace guidance to exempt certain groups from the requirement to self-isolate in certain circumstances. Our briefing explains the changes and what they mean for employers.