

Is “long Covid” a disability?

With an estimated 1.8 million people in the UK now suffering with long Covid, employers need to consider how to manage staff with the condition. In this article, we explain why long Covid may qualify as a disability

Was it unfair to dismiss an employee who refused to attend the workplace over concerns about the risk of Covid to his vulnerable children?

In *Rodgers v Leeds Laser Cutting Ltd* the EAT upheld an Employment Tribunal’s decision that it was not unfair to dismiss an employee who refused to attend work because he was worried about catching Covid and giving it to his vulnerable children.

Calling a colleague “bald”

can amount to harassment related to sex

In the recent case of *Finn v The British Bung Manufacturing Company Limited* an Employment Tribunal held that calling an employee “bald” was harassment related to sex.

No mercy for claimants who fail to submit Acas Early Conciliation certificate numbers when filing Employment Tribunal claims

In the recent case of *Pryce v Baxter Storey Ltd*, the Employment Appeal Tribunal decided that it could not hear a claimant’s sex and race discrimination claims because she had not obtained an Acas Early Conciliation certificate before submitting her Employment Tribunal claim form.

The Court of Appeal is

hearing an appeal in the case of Kong v Gulf International Bank (UK)

The Court of Appeal is hearing an appeal in Kong v Gulf International Bank (UK) Ltd this week. The case addresses the issue of when the conduct of a whistleblower can be separated from the act of whistleblowing as a justification for dismissal.