

Competitive interview processes have the potential to disadvantage disabled candidates

In the recent case of *Hilaire v Luton Borough Council*, the EAT held that a competitive interview process could disadvantage someone suffering from depression, meaning the duty to make reasonable adjustments would be triggered.

Settlement offer alleged to be an act of victimisation was without prejudice and not unambiguously improper

In *Garrod v Riverstone Management Ltd* the EAT has held that a settlement offer made to an employee after she had complained about discrimination, but before she had started legal proceedings, was genuinely without prejudice and not unambiguously improper.

Right to request flexible working to become a Day 1 employment right

Last month, we reported on proposals to make a number of reforms to the flexible working regime by way of a Private Members' Bill. Since then, the Government has announced it will make the right to request flexible working a Day 1 employment right.