

Asda equal pay claims get a green light

Asda's female shop-floor workers are able to compare themselves to their male colleagues in the distribution centres for the purposes of an equal pay claim.

Further decision on Northern Ireland 'gay cake' case

A Christian bakery's refusal to bake a cake bearing a message in favour of legalising same-sex marriage was discriminatory.

Being a whistleblowing champion

Arpita Dutt and Paul McAleavey consider the duties of a whistleblowing champion under the Senior Managers Regime and the steps to take to ensure compliance.

Discrimination damages for insincere job applications

Is a job applicant entitled to damages if the sole reason they applied was to bring a discrimination claim?

Injury to feelings payment for sexual harassment

A woman who was sexually harassed by her employer has been awarded £14,000 as compensation for injury to feelings.

Privacy Shield – employers' data protection duties

Now that the Privacy Shield is in force, what must US and EU employers do to protect data?

Headteacher dismissed for

relationship with sex offender

Was a headteacher's decision not to inform her school of her relationship with a sex offender a fair reason for dismissal?

When are whistleblowers protected from dismissal?

This case considers the protection available to whistleblowers when their dismissing officer was unaware that they had blown the whistle.

Headscarf ban was direct discrimination

A second case has come before an Advocate General concerning instructions for a Muslim woman not to wear a headscarf at work.

Byron: Illegal working and employers' duties

In the wake of events at Byron Hamburgers, BDBF's Paul McAleavey considers employers' competing legal obligations to prevent illegal working while also maintaining the trust and confidence of their employees. Originally published in the Solicitors' Journal on 16 August 2016.

Overcoming the secrecy behind pay inequality

Samantha Prosser discusses recent measures taken by Massachusetts to reduce pay inequality and considers the position in UK law.

What to expect in equality law

BDBF considers some of the bigger changes expected in the coming months and years to equality law.