What can employers do to provide a more inclusive work environment for Muslim staff?

With Ramadan starting this week, BDBF Associate, Theo Nicou considers the Muslim Council of Britain's report which provides recommendations on what employers can do to provide a more inclusive work environment for Muslim staff.

Proposed Bill May Change Workplace Sexual Harassment Law

In a recent article for Law360, BDBF's Gareth Brahams and Amanda Steadman discuss the new laws on the horizon that will require employers to take steps to protect staff from sexual harassment

---

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.

BDBF'S EMPLOYMENT LAW TRACKER FOR 2023 AND BEYOND

Our tracker highlights new domestic legislation and other key proposals for legislative reform.

Reflecting on the employment law highlights from 2022

What are the employment law highlights from the last 12 months? In this briefing, we reflect on some of the most interesting and important cases and developments for employers to remember as the year draws to a close.

LUNCHTIME WEBINAR – What are the HR issues that employers need to know about in2023?

2023 promises to be yet another busy year for employers. Our lunchtime webinar will bring you up to speed on the key developments for employers to look out for this year.

LUNCHTIME WEBINAR – What are the HR issues that employers need to know about in 2023?

2023 promises to be yet another busy year for employers. Our lunchtime webinar will bring you up to speed on the key developments for employers to look out for this year.

Christmas parties: Top tips for avoiding the HR hangover

The Christmas countdown has begun! As we all get ready to celebrate the party season, ho-ho-how can you ensure your end-of-year celebration is remembered for all the right reasons?

Spotlight: Gareth Brahams

To end BDBF’s “10 in Ten” we spoke to Managing Partner, Gareth Brahams, to discuss his journey over the past 10 years and hear his thoughts on this momentous milestone.

Pregnant employees and those returning from family leave to receive special protection in redundancy situations

The Government has backed a Private Members’ Bill which plans to expand special protection in redundancy situations to pregnant employees and those returning from maternity, adoption and shared parental leave.