Beware, beware, whatever you share… as you might end up with more than a red face!

As we approach what we hope is the final Christmas cursed by COVID-chaos and enforced homeworking, Associate, James Hockley takes a light-hearted look back over the last two years and remembers some of the Zoom stories that grabbed our attention for all the wrong reasons.

Reflecting on employment law cases and developments in 2021

What are the employment law highlights from the last 12 months? We've picked out some of the most interesting cases and other developments from 2021 for employers to reflect on as the year draws to a close.

What does Omicron mean for office-based employers?

Omicron is a new COVID-19 variant, which was designated as a "variant of concern" by the World Health Organisation on 26

November 2021. Omicron has several novel mutations which may affect the way it behaves.

Is your office Christmas party inclusive?

After a year off, office Christmas parties are back and – Omicron permitting – look set to be bigger than ever in 2021. While this is a great opportunity for the team to get together in person after being isolated for much of the past two years, employers need to ensure that the celebrations include the whole workforce.

‘Tis the season to be jolly… careful

The festive season is upon us and many are ready to embrace once again the annual Christmas party as we emerge from the restrictions of the pandemic.
Whilst most events go ahead hitch free, unfortunately incidents of inappropriate behaviour are not uncommon at these types of functions.

Back with a bang! The return of the Christmas party – key considerations for employees

After an enforced hiatus, the in-person office Christmas party is returning this year and, for many, not even Omicron will stand in the way. BDBF Associate, Theo Nicou, sets out his top tips to help employees make it a night to remember and not a night to forget.

Was it unfair to dismiss an employee for remarks about Zionism broadcast on social media?

In the recent case of London Borough of Hammersmith and Fulham v Keable the Employment Appeal Tribunal has upheld a decision that an employee was unfairly dismissed after a video of him expressing controversial views on Zionism went viral on social media.

New study reveals the severe impact of menopause on workers in the financial services sector

A major new study commissioned by Standard Chartered Bank and the Financial Services Skills Commission examines the impact of the menopause on workers in the financial services sector, how it affects the leadership pipeline and how employers can better support staff.

Acas publishes new “fire and rehire” guidance

Employers sometimes try to enforce contractual amendments on their workforce by using a “fire and rehire” strategy – terminating employment and offering to hire staff back on the new terms. The Government has confirmed that it does not intend to legislate against such practices, but it asked Acas to publish new guidance for employers wanting to make contractual changes which Acas has now done.

Was a dismissal discriminatory where the employer did not know about the employee's disability until after the dismissal?

In the recent case of Stott v Ralli Ltd the Employment Appeal Tribunal ruled that the dismissal of an employee was not an act of discrimination arising from disability.

International Men's Day and why we should celebrate it

19 November is International Men's Day. In this short article, Emily Plosker discuss the ways in which we can all raise awareness of International Men's Day, which would result in positive benefits for all. #internationalmensday

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Equal Pay Day – can we move forward if we keep looking

back?

Today on #EqualPayDay BDBF is pleased to share details of the FawcettSociety’s campaign to #EndSalaryHistory. In this article, BlairWassman and Polly Rodway explain the basis for that campaign & tips to address pay gender inequality.