Why is female partner diversity in the legal profession still failing and what can law firms do about it?

Why is female partner diversity in the legal profession still failing? Read our briefing on the Lawyer’s recent research showing 45 of 50 top law firms have lower female partner representation than the industry benchmark

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Employment Tribunal wrong to say that a woman suffering from menopausal symptoms was not disabled

In only the second appellate decision on menopause in the workplace, the EAT held that an Employment Tribunal had erred in deciding that a woman suffering from a wide range of menopausal symptoms which affected her day to day life was not disabled for employment law purposes.

New right for employees to take carer’s leave to be introduced

The Government has announced that a new right for employees to take up to one week of unpaid carer’s leave per year will be introduced when Parliamentary time allows.

Employer’s failure to investigate impact of a medical condition first disclosed during an internal appeal process may render the dismissal unfair

In Daley v Vodafone Automotive Ltd the EAT held that an Employment Tribunal should have considered whether an employer’s failure to probe the impact of an employee’s depression and medication rendered the dismissal process unfair.

New report on sexual harassment in the workplace

A new report on sexual harassment in the workplace has shown the continued prevalence of such behaviour, even when employees work from home. In this briefing we highlight the key findings of the report and outline the recommended steps for employers.

BDBF top ranked by Chambers UK in their 2022 Guide

We are pleased to announce that BDBF has again been top ranked by Chambers UK in their 2022 Guide.

BDBF acts in Landmark Disability Discrimination Case

BDBF will be in the Court of Appeal on Tuesday this week, acting for the Claimant in a disability discrimination case. Chris Milsom of Cloisters Chambers will appear as counsel.

World Mental Health Day: why it should be high on the workplace agenda

Today, 10 October 2021, is World Mental Health Day. In this article, Hannah Lynn explores what employees can do if their mental health is suffering, the right to reasonable adjustments and what employers can do to offer support and help remove the stigma surrounding mental health.

BDBF RANKED AGAIN AS A TOP TIER FIRM BY LEGAL 500

We are pleased to announce that we have again been ranked as a top tier firm by Legal 500 for 2022.

Consultation launched on flexible working reform

The Government has published a consultation seeking views on proposals to expand and improve the flexible working framework. In this briefing, we look at the proposals for reform, as well as the changes that the Government has

declined to take forward.

Refusal of maternity returner’s request to work part-time to allow her to collect her child from nursery was discriminatory

An employer’s refusal to allow an employee to make modest adjustments to her working hours following her return from maternity leave has been held to be indirect sex discrimination. An Employment Tribunal awarded the employee £185,000.

Senior executive exited in “sham” redundancy was victim of pregnancy and maternity discrimination

In the recent case of Shipp v City Sprint UK Limited an Employment Tribunal unanimously held that a senior employee was unfairly dismissed, harassed and discriminated against on the grounds of maternity/pregnancy and sex.