Does an employer’s failure to offer an appeal make a redundancy dismissal unfair?

In the recent case of Gwynedd Council v Barratt the Court of Appeal confirmed that, on its own, the absence of a right to appeal against dismissal for redundancy does not make it unfair. However, it is one of the factors to be considered when determining the overall fairness of the dismissal.

Financial Services Regulators are Taking on Diversity and Inclusion

In the first of two articles, BDBF’s Melvyna Mumunie reports on the joint FCA, PRA and BoE Discussion Paper that aims to speed up the pace of meaningful change in diversity and inclusion in the financial services sector

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BDBF WELCOMES NEW ASSOCIATE

BDBF is delighted to announce the recent appointment of Rebecca Rubin. Rebecca is the third associate to join the team at BDBF this year, following the recent arrival of James Hockley and Theo Nicou.

Let’s Get Real About Menopause

It has been some time coming but, finally, the legislators seem to be taking the issue of menopause and the impact it has on some women’s professional lives seriously.

BDBF’S 2021 employment law tracker

Make sure you are top of the HR class by reading BDBF’s updated 2021 employment law tracker. The tracker will bring you up to date on all the key pieces of UK and EU employment legislation on the horizon, as well as relevant Government consultations.

Final warning for poor performance and the impact on the fairness of dismissal

In Fallahi v TWI Limited, the EAT held that in performance dismissal cases, Tribunals may only look behind final written warnings where they are “manifestly inappropriate”.

Dismissal of senior male employees following publication of high gender pay gap figures was sex discrimination

An Employment Tribunal has recently decided that the dismissal of two senior male employees amounted to sex discrimination, where the dismissals had followed the announcement of the employer's gender pay gap figures and a radical new approach to diversity within the business.

Two Parliamentary inquiries launched into menopause and the workplace

Davina McCall's recent high-profile documentary, Sex Myths and the Menopause, helped normalise conversations about the menopause in our living rooms. Since then, the movement to bring the menopause out into the open – including in the workplace – has gathered momentum, with two new Parliamentary inquiries launched in the last few weeks. In this briefing we explain what the inquiries are about and how you can submit your views.

Changes to the rules on self-isolation: points for employers to note

As summer draws to a close, employers are looking forward to a smooth return of staff to the workplace for at least part of the working week. In readiness for this, the Government has updated its NHS Test and Trace in the Workplace guidance to exempt certain groups from the requirement to self-isolate in certain circumstances. Our briefing explains the changes and what they mean for employers.

Whistle whilst you work?

Whistle whilst you work? The pharma industry, like many other industries has seen unprecedented change and demand during the pandemic. This can lead to mistakes and misbehaviour.

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private member’s bill that seeks to reform the law on

flexible working

A private member’s bill that seeks to reform the law on flexible working was introduced into Parliament in June. Amanda Steadman discusses the potential implications of the Bill with HR Magazine.

Claire Dawson speaks to Anita Rani on BBC Woman’s Hour

Claire Dawson, Employment Lawyer and Partner at BDBF spoke to Anita Rani on BBC Womans Hour about pregnancy discrimination and maternity rights in light of Dr Katie Lidster’s case.