New guidance for employers on implementing hybrid working

As the Government’s work from home guidance is lifted, Acas has published new guidance for employers on how to implement permanent hybrid working practices. In this briefing, we explain the key points for employers to note.

Imposition of Saturday working requirement on a single mother was sex discrimination

In Keating v WH Smith Retail Holdings Ltd an Employment Tribunal ruled that a female employee was indirectly discriminated against on the grounds of sex when her employer sought to impose Saturday working on her.

Employee stranded overseas at the start of the COVID-19

pandemic was unfairly dismissed

In the recent case of Montanaro v Lansafe Limited, an Employment Tribunal held that an employer unfairly dismissed an employee who was on annual leave in Italy when the first lockdown was announced and was unable to return to the UK.

Government outlines plan to change to law on sexual harassment at work

On 21 July 2021 the Government published its long-awaited response to the consultation on sexual harassment in the workplace. In this briefing we explain the Government's commitments and what they will mean in practice.

What does "Freedom Day" mean for office-based employers?

The Government has announced that England will move to step 4 of the roadmap out of lockdown on 19 July 2021 – aka Freedom Day. Step 4 represents the last stage in the roadmap and will see most COVID-related legal restrictions replaced by guidance. In this briefing, we consider what Freedom Day means

for office-based employers.

FAQs about the return to work and hybrid working arrangements

As we get closer to an end to lockdown restrictions many employers are now beginning to consider what a return to working life will look like. In this briefing, we examine some of the most frequently asked questions about the return to work and hybrid working.

Will employees really be given the right to work from home forever?

In the last few weeks the press has reported that employees are to be given the legal right to work from home forever. How realistic is this? In this briefing, we explain the proposals for reforming flexible working laws and what this might mean for employers.

Gender critical beliefs are protected under the Equality Act 2010 and the European Convention of Human Rights

In Forstater v CGD Europe and others the EAT held that gender critical beliefs, including beliefs that biological sex cannot be changed and is different to gender identity, are protected beliefs under the Equality Act 2010 and the European Convention of Human Rights.

Dismissal of a working mother for refusal to work occasional weekends may have been indirectly discriminatory and unfair

Is it discriminatory to require working mothers to comply with onerous working patterns? In our latest briefing, Amanda Steadman, Principal Knowledge Lawyer, discusses a recent EAT decision which helps women pursuing such claims.

World Whistleblowers Day: five practical steps employers can take to support whistleblowers

What can employers do to empower staff to speak up about malpractice and protect whistleblowers from reprisals? Amanda Steadman, Principal Knowledge Lawyer, rounds up five actions that employers can take to support whistleblowers within their business.

Thinking of whistleblowing? Expert adviser and litigator, Theo Nicou, gives his top 10 tips in a 30 second read

The top ten things a whistleblower needs to know in a 30 second read. As World Whistleblowers Day draws to a close, Theo Nicou brings us up to speed in this swift read

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Public interim relief applications – a powerful tool for claimants in whistleblowing cases

Can a whistleblowing interim relief hearing be held in private? Often, confidentiality is a key consideration for our clients. Clare Brereton and Gareth Brahams summarise the key issues following their recent success in the EAT on a case on this question.