The Rise of the Whistleblower: as the EU moves to consolidate whistleblower protection throughout the EU, will the UK get left behind?

With the new EU Whistleblowing Directive, the 27 EU Member States have taken a significant unifying step towards creating an environment in which whistleblowers are empowered and protected. Will the UK keep pace with these developments, and how might this impact UK businesses in a post-Brexit world?

Whistleblower protection in financial services

Whistleblowers are protected under English law regardless of the sector in which they work. However, there are special considerations and enhanced protections which apply to whistleblowers working in financial services.

Thinking of whistleblowing? Here’s what you need to know

Are you thinking about whistleblowing? Expert whistleblowing advisers and litigators, Claire Dawson and Theo Nicou, explain what protection is available and what you need to know before taking action.

Does UK whistleblowing law need fixing?

Is UK whistleblowing law broken? With World Whistleblowers Day taking place tomorrow, Paula Chan sets out what you need to know about the Office of the Whistleblower Bill, @Protect’s 2021 campaign focused on fixing whistleblowing law and the BEIS Whistleblowing Review.

ET confidential: more important than the merits of the case – will the case be heard in private?

So often, the most important issue in employment litigation in practice is confidentiality. Gareth Brahams and James Laddie

QC have co-authored a paper for ELA on when employees and employers can shield ET proceedings from public view.

Feel pushed to go back to the office? Emily Plosker is quoted on this topic by Financial News

Feel pushed to go back to the office? How will a daily commute impact on the job being done, professional and business development? Emily Plosker, BDBF Senior Associate, was recently quoted on this topic by Financial News. What are your views?

EAT finds that a belief that biological sex is immutable is a philosophical belief protected under the Equality Act 2010

Today, the Employment Appeal Tribunal handed down judgment in the case of Maya Forstater, who lost her job after saying that people cannot change their biological sex.

Silenced no more? Do NDAs stop UK employees from speaking up?

Paula Chan speaks to International Banker about whether NDAs are an ‘easy fix’ for employers and considers whether they can silence an employee in any circumstance.

What does the Queen’s Speech mean for employment law?

The 2021 Queen’s Speech was delivered on 11 May 2021. In this briefing, we take stock of what it had to say about employment law reform.

Was it direct sex discrimination to withhold an allowance during maternity

leave?

In Commissioner of the City of London Police v Geldart the Court of Appeal held that an employer did not discriminate against a female employee when it mistakenly withheld an allowance during her maternity leave.

Was it automatically unfair to dismiss an employee for upset and friction caused as a result of him carrying out health and safety duties?

In Sinclair v Trackwork Ltd the Employment Appeal Tribunal (EAT) determined that it was unfair to dismiss an employee who caused friction in the workforce as a result of the way he undertook mandatory health and safety activities.

Employer cannot cure a fundamental breach of

contract once committed

In the recent constructive unfair dismissal case of Flatman v Essex County Council, the Employment Appeal Tribunal (EAT) held that a tribunal misapplied the law by failing to identify whether a fundamental breach of contract occurred at any point up to the employee’s resignation.