

Significant reforms ahead for the law on harassment at work

The Government has backed a Private Members' Bill aimed at extending the obligations on employers under the Equality Act 2010.

More employment law reforms ahead

With no sign of the Employment Bill promised in 2019, the Government has decided to pursue its reforms of the employment law landscape by way of support for a series of Private Members' Bills covering flexible working, carer's leave, neonatal leave and tipping practices

Employee could not claim unfair dismissal after she had been reinstated following successful appeal

The EAT has held that the dismissal of an employee "vanished" as a consequence of her successful internal appeal of a dismissal decision.

International Men's Day 2022

In anticipation of International Men's Day tomorrow, BDBF Managing Associate, Emily Plosker, considers the ways in which this day can be celebrated, as well as how we can help promote equality for both men and women.

BDBF Team participating in training course with the Employment Lawyers Association

On 18 November 2022, BDBF Partner, Polly Rodway and Senior Associate, Theo Nicou will be participating in an "Introduction to Employment Law,"...

Discrimination Law Association Briefings – November 2022 Copy

In the latest edition of Discrimination Law Association Briefings, BDBF Senior Associate, Samantha Prosser, shares her

Christmas parties and avoiding the HR hangover – Lunchtime Webinar

In this 45-minute webinar, BDBF's Samantha Prosser and James Hockley consider the common problems that can arise at Christmas parties and how to tackle them.

BDBF Partner, Claire Dawson, is attending the ABA's 16th Annual Labor and Employment Law Conference in Washington, DC

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BDBF Celebrates Ten Years – a message from Gareth Brahams, Managing Partner

BDBF is celebrating its tenth anniversary today, 1 November 2022.

What to do if redundancy is looming

Redundancies have always been a way of life in the City, but in the current economic climate, the spectre of redundancy can be especially worrying. In the last few weeks alone, there have been reports that major employers such as Credit Suisse and Meta are restructuring. In this article we set out how to put your best foot forward in this worrying situation.

EAT rules that unknown future claims may not be waived in settlement agreements

Employers should take note of a recent EAT decision that employees cannot waive the right to pursue claims which are unknown at the time of signing a settlement agreement.

Employers must start redundancy consultation at the formative stage of the process and before dismissal becomes a foregone conclusion

In *Mogane v Bradford Teaching Hospitals NHS Foundation Trust and anor* the EAT held that redundancy consultation must commence at the formative stage of the process in order to be meaningful.