Hannah Lynn elected to the ELA Management Committee

Congratulations to BDBF Associate, Hannah Lynn, who has been elected to the ELA Management Committee 2022-2024 as the Junior Lawyer Representative.

Whistleblowers beware: It ain’t what you do, it’s the way that you do it

In Kong v Gulf International Bank (UK) Ltd the Court of Appeal decided that the dismissal of a whistleblower for conduct closely related to her whistleblowing disclosure was not automatically unfair.

Worker who lost her role after she expressed gender critical beliefs on Twitter succeeds in direct

discrimination and victimisation claims against employer

An Employment Tribunal has ruled that an employer discriminated against and victimised a worker who lost her role after she had made straightforward statements of her gender critical beliefs on Twitter and in the workplace.

Supreme Court decision on the paid holiday entitlement of part-year workers

The Supreme Court has ruled that permanent part-year workers are entitled to 5.6 weeks' holiday per year, regardless of how many weeks they actually work.

Menopause reforms: Government ducks major change

In July 2021, the Minister for Employment asked members of a "Roundtable of Older Workers" to look at the issue of menopause and employment in light of the impact that menopause can have on women's working lives.

What to do with your workers in a heatwave?

The 40-degree heatwave may be over for now, but as global warming causes temperatures to rise, meteorologists predict warmer temperatures will be a regular event in the UK. What does this mean for the workplace?

Menopause at work: What employers need to know – Lunchtime Webinar

In advance of World Menopause Day on 18 October 2022, our lunchtime webinar will explain steps employers can take to support staff going through the menopause.

BDBF Partners Ranked in Who's Who Legal 2022

We are pleased to announce that BDBF Partners, Gareth Brahams, Claire Dawson and Paula Chan have been recognised as Global Leaders in the Labour & Employment field in 2022's Who's Who Legal

Hidden Disabilities – The Knowledge Requirement

BDBF Senior Associate, Clare Brereton has recorded a webinar for MBL covering 'Hidden Disabilities' – Exploring the Knowledge Requirement in Disability Discrimination Claims.

ELA Webinars: Remedies in the Employment Tribunal – The Technical and the Tactical 13 & 20 September 2022

BDBF Senior Associate, Clare Brereton, will be participating in a two-part speaking slot for the Employment Lawyers Association (ELA) on 13 and 20 September 2022.

Withholding company sick pay from employee suspected of

malingering was a fundamental breach of contract

In Singh v Metroline West Limited the Employment Appeal Tribunal decided that an employer had committed a fundamental breach of contract when it withheld company sick pay from an employee suspected of malingering.

Acas Code applied to discriminatory sham redundancy dismissal

In the recent case of Coulson v Rentplus Ltd, the Employment Appeal Tribunal upheld a decision that the Acas Code of Practice on Disciplinary and Grievance Procedures applied to a sham redundancy dismissal that was tainted by discrimination.