Failure to provide adequate breastfeeding facilities was harassment related to sex

An Employment Tribunal has held that a woman suffered harassment related to sex when her employer failed to provide a private room for her to express breastmilk while at work.

Employment Tribunal decides that long Covid may amount to a disability

In Burke v Turning Point Scotland an Employment Tribunal decided that an employee who had suffered with Covid symptoms for around nine months was disabled and could proceed with a disability discrimination claim.

The Government and employment law reform: all talk and no action?

Despite the fact most of the Government’s promised employment law reforms have been kicked into the long grass, the appetite

to talk about reform in this area shows no sign of let up. In this briefing, we discuss the latest proposals.

BDBF Partner, Claire Dawson, is participating at the IFSEA Conference 2022

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Paula Chan speaking at CLT Scotland's Employment Conference

BDBF Partner, Paula Chan will be speaking at today's CLT Scotland's Employment Conference on the topic of whistleblowing protection.

Is "long Covid" a disability?

With an estimated 1.8 million people in the UK now suffering with long Covid, employers need to consider how to manage

staff with the condition. In this article, we explain why long Covid may qualify as a disability

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Was it unfair to dismiss an employee who refused to attend the workplace over concerns about the risk of Covid to his vulnerable children?

In Rodgers v Leeds Laser Cutting Ltd the EAT upheld an Employment Tribunal's decision that it was not unfair to dismiss an employee who refused to attend work because he was worried about catching Covid and giving it to his vulnerable children.

Calling a colleague "bald" can amount to harassment related to sex

In the recent case of Finn v The British Bung Manufacturing Company Limited an Employment Tribunal held that calling an employee "bald" was harassment related to sex.

No mercy for claimants who fail to submit Acas Early Conciliation certificate numbers when filing Employment Tribunal claims

In the recent case of Pryce v Baxter Storey Ltd, the Employment Appeal Tribunal decided that it could not hear a claimant's sex and race discrimination claims because she had not obtained an Acas Early Conciliation certificate before submitting her Employment Tribunal claim form.

The Court of Appeal is hearing an appeal in the case of Kong v Gulf International Bank (UK)

The Court of Appeal is hearing an appeal in Kong v Gulf International Bank (UK) Ltd this week. The case addresses the issue of when the conduct of a whistleblower can be separated from the act of whistleblowing as a justification for dismissal.

Financial services firms are increasingly linking bonuses to their Environmental, Social and Governance Goals.

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Mental health awareness week 2022: loneliness

This week, 9 to 13 May 2022, is Mental Health Awareness Week, the aim of which is to provide an opportunity to focus on achieving good mental health.
Each year has a theme. Last year it was back to nature. This year it is loneliness.