

Employee who had Covid at the date of dismissal, and later developed long Covid, was not disabled

An Employment Tribunal has decided that an employee who was dismissed shortly after contracting Covid was not disabled for the purposes of the Equality Act 2010.

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.

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

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.

Living with Covid: the new world for employers from 1 April 2022

On 1 April 2022, the last Covid-related restrictions were withdrawn, and the Government moved to the next phase of the pandemic – “living with Covid”. In this briefing, we discuss the changes of most interest to employers and what they mean in practice.

Living with Covid: what does the end of self-isolation mean for employers?

On 21 February 2022, the Prime Minister announced the end of the Government's Covid restrictions in England and a move towards personal responsibility. In this briefing we explain the changes and the key risks for employers

Working from home guidance and other Plan B measures lifted

On 19 January 2022, the Prime Minister announced that the Plan B contingency measures introduced to tackle the Omicron variant would be lifted, including the working from home guidance. In this briefing, we outline what is changing and what this means for employers.

Reluctant returners: is a

worker's belief that he or she needs to avoid catching COVID-19 protected from discrimination?

In the case of *X v Y*, an Employment Tribunal decided that a claimant's fear of catching COVID-19, and her belief that she needed to protect herself and her partner from catching it, was not a protected belief for the purposes of discrimination legislation.

What does Plan B mean for office-based employers?

In this briefing we round up the Plan B contingency measures to be adopted in the fight against the Omicron variant and assess what the latest "work from home" guidance really means for office-based employers.

Beware, beware, whatever you share... as you might end up

with more than a red face!

As we approach what we hope is the final Christmas cursed by COVID-chaos and enforced homeworking, Associate, James Hockley takes a light-hearted look back over the last two years and remembers some of the Zoom stories that grabbed our attention for all the wrong reasons.

What does Omicron mean for office-based employers?

Omicron is a new COVID-19 variant, which was designated as a “variant of concern” by the World Health Organisation on 26 November 2021. Omicron has several novel mutations which may affect the way it behaves.

Changes to the rules on self-isolation: points for employers to note

As summer draws to a close, employers are looking forward to a smooth return of staff to the workplace for at least part of the working week. In readiness for this, the Government has updated its NHS Test and Trace in the Workplace guidance to exempt certain groups from the requirement to self-isolate in certain circumstances. Our briefing explains the changes and

what they mean for employers.