

What can employers do to provide a more inclusive work environment for Muslim staff?

With Ramadan starting this week, BDBF Associate, Theo Nicou considers the Muslim Council of Britain's report which provides recommendations on what employers can do to provide a more inclusive work environment for Muslim staff.

Competitive interview processes have the potential to disadvantage disabled candidates

In the recent case of *Hilaire v Luton Borough Council*, the EAT held that a competitive interview process could disadvantage someone suffering from depression, meaning the duty to make reasonable adjustments would be triggered.

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.

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.

Parliamentary Committee calls for the introduction of robust menopause discrimination laws

The Women and Equalities Select Committee has completed its inquiry into the impact of the menopause in the workplace and called for major reforms in this area..

Webinar: Menopause and the workplace: what employers need to know

In this 50 minute webinar, BDBF's Principal Knowledge Lawyer Amanda Steadman and Senior Associate Blair Wassman consider the hot topic of menopause and the workplace.

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.

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.

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.

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.

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.