

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.

Is it discriminatory to retract a secondment offer made to a disabled employee on health and safety grounds?

In Judd v Cabinet Office the Employment Appeal Tribunal upheld a decision that the withdrawal of an overseas secondment opportunity on health and safety grounds was not disability discrimination.

Is your office Christmas party inclusive?

After a year off, office Christmas parties are back and – Omicron permitting – look set to be bigger than ever in 2021. While this is a great opportunity for the team to get together in person after being isolated for much of the past two years, employers need to ensure that the celebrations include the whole workforce.

‘Tis the season to be jolly... careful

The festive season is upon us and many are ready to embrace once again the annual Christmas party as we emerge from the restrictions of the pandemic.

Whilst most events go ahead hitch free, unfortunately incidents of inappropriate behaviour are not uncommon at these types of functions.

Back with a bang! The return of the Christmas party – key

considerations for employees

After an enforced hiatus, the in-person office Christmas party is returning this year and, for many, not even Omicron will stand in the way. BDBF Associate, Theo Nicou, sets out his top tips to help employees make it a night to remember and not a night to forget.

New study reveals the severe impact of menopause on workers in the financial services sector

A major new study commissioned by Standard Chartered Bank and the Financial Services Skills Commission examines the impact of the menopause on workers in the financial services sector, how it affects the leadership pipeline and how employers can better support staff.

Was a dismissal discriminatory where the

employer did not know about the employee's disability until after the dismissal?

In the recent case of *Stott v Ralli Ltd* the Employment Appeal Tribunal ruled that the dismissal of an employee was not an act of discrimination arising from disability.

Why is female partner diversity in the legal profession still failing and what can law firms do about it?

Why is female partner diversity in the legal profession still failing? Read our briefing on the Lawyer's recent research showing 45 of 50 top law firms have lower female partner representation than the industry benchmark

Employment Tribunal wrong to

say that a woman suffering from menopausal symptoms was not disabled

In only the second appellate decision on menopause in the workplace, the EAT held that an Employment Tribunal had erred in deciding that a woman suffering from a wide range of menopausal symptoms which affected her day to day life was not disabled for employment law purposes.

Refusal of maternity returner's request to work part-time to allow her to collect her child from nursery was discriminatory

An employer's refusal to allow an employee to make modest adjustments to her working hours following her return from maternity leave has been held to be indirect sex discrimination. An Employment Tribunal awarded the employee £185,000.

Senior executive exited in “sham” redundancy was victim of pregnancy and maternity discrimination

In the recent case of Shipp v City Sprint UK Limited an Employment Tribunal unanimously held that a senior employee was unfairly dismissed, harassed and discriminated against on the grounds of maternity/pregnancy and sex.

Financial Services Regulators are Taking on Diversity and Inclusion

In the first of two articles, BDBF’s Melvyna Mumunie reports on the joint FCA, PRA and BoE Discussion Paper that aims to speed up the pace of meaningful change in diversity and inclusion in the financial services sector