

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

Let's Get Real About Menopause

It has been some time coming but, finally, the legislators seem to be taking the issue of menopause and the impact it has on some women's professional lives seriously.

Dismissal of senior male employees following publication of high gender pay gap figures was sex

discrimination

An Employment Tribunal has recently decided that the dismissal of two senior male employees amounted to sex discrimination, where the dismissals had followed the announcement of the employer's gender pay gap figures and a radical new approach to diversity within the business.

Two Parliamentary inquiries launched into menopause and the workplace

Davina McCall's recent high-profile documentary, Sex Myths and the Menopause, helped normalise conversations about the menopause in our living rooms. Since then, the movement to bring the menopause out into the open – including in the workplace – has gathered momentum, with two new Parliamentary inquiries launched in the last few weeks. In this briefing we explain what the inquiries are about and how you can submit your views.

Claire Dawson speaks to Anita Rani on BBC Woman's Hour

Claire Dawson, Employment Lawyer and Partner at BDBF spoke to Anita Rani on BBC Woman's Hour about pregnancy discrimination

and maternity rights in light of Dr Katie Lidster's case.

Imposition of Saturday working requirement on a single mother was sex discrimination

In *Keating v WH Smith Retail Holdings Ltd* an Employment Tribunal ruled that a female employee was indirectly discriminated against on the grounds of sex when her employer sought to impose Saturday working on her.

Gender critical beliefs are protected under the Equality Act 2010 and the European Convention of Human Rights

In *Forstater v CGD Europe and others* the EAT held that gender critical beliefs, including beliefs that biological sex cannot be changed and is different to gender identity, are protected beliefs under the Equality Act 2010 and the European Convention of Human Rights.

Dismissal of a working mother for refusal to work occasional weekends may have been indirectly discriminatory and unfair

Is it discriminatory to require working mothers to comply with onerous working patterns? In our latest briefing, Amanda Steadman, Principal Knowledge Lawyer, discusses a recent EAT decision which helps women pursuing such claims.