

Samira Ahmed wins BBC equal pay case

TV News host Samira Ahmed win equal pay case against BBC for her work on Newswatch. After being underpaid £700k Samira wins tribunal after comparing her pay with Jeremy Vine show Points of View.

Stricter controls on the way for non-disclosure agreements in the employment context

It's hard to believe that the #MeToo movement took off little more than two years ago. Not only has the movement empowered victims to speak up against harassment and encouraged employers to reflect on their approach to dealing with such allegations.

Unwanted shoulder massages at work did not amount to harassment

In the era of #MeToo, employers are under increasing pressure to stamp out sexual harassment in the workplace. Faced with a

more knowledgeable and vocal workforce, employers must ensure that the workplace culture does not encourage or tolerate inappropriate conduct.

Vegetarianism is not a philosophical belief under the Equality Act 2010

To date, an eclectic range of beliefs have acquired protection from discrimination at work, from beliefs in climate change, Scottish nationalism and the ability of mediums to communicate with the dead, to beliefs against lying, fox hunting and hare coursing. Therefore, one could be forgiven for thinking that a belief in vegetarianism would easily acquire protection.

The menopause taboo: employers who ignore their responsibilities risk claims

Recent UK media headlines have focused on pioneering private medical treatment being offered to women to postpone the menopause by removing a piece of their ovary by keyhole surgery

DIRECT DISCRIMINATION DUE TO “PERCEIVED” DISABILITY OF POLICE OFFICER

The Claimant, Mrs Coffey, applied to the Wiltshire Constabulary to become a police constable. However, a medical examination revealed that she suffered from some hearing loss. Following Home Office guidance, the Wiltshire Constabulary arranged for a practical functionality test, which she passed.

NHS Trust did not discriminate when removing Christian NED for speaking out against homosexuality and same-sex couple adoption

Mr Page, a practising Christian, was a non-executive director of an NHS Trust and a lay magistrate sitting in criminal and family courts. He participated in decisions involving adoptions.

What Needs To Change To Ensure Women Can Progress In The Workplace?

What cultural changes need to occur to close the gender pay gap and help women progress to top positions in society?

SEXUAL ORIENTATION DISCRIMINATION COULD BE INFERRED WHEN GAY HEADTEACHER WAS FOUND TO HAVE BEEN DISMISSED DURING A FLAWED DISCIPLINARY PROCESS

Mr Aplin was an openly gay headteacher at a primary school. He met two 17 year old boys on the Grindr app and the three of them had consensual sex...

Consideration should have

been given to part-time working as an alternative to dismissal

Employers should give proper consideration to all possible alternatives before dismissing an employee for long-term sickness absence.

Frequent sickness absence caused by disability requires a lighter touch

The EAT has given guidance on how an employer should respond to numerous intermittent sickness absences of an employee with a disability.

Why context matters in harassment claims

The EAT has made clear that context is key to the determination of whether conduct amounts to harassment.