

Refusal to permit a 5-week holiday was not religious discrimination

The refusal of a Catholic employee's 5-week holiday to attend religious festivals was not indirect religious discrimination.

When does workplace stress amount to a disability?

Work-related stress which is the product of unhappiness with a particular situation may not of itself amount to a disability.

Teacher's dismissal for showing horror film to pupils was discriminatory

An employer's dismissal of a disabled employee for showing pupils a horror film amounted to discrimination arising from disability.

Dorchester Hotel has 'grooming list' for female staff

The Dorchester Hotel gives its female staff a 'grooming list' to ensure that they meet certain standards of appearance whilst at work.

Discrimination and sickness absence policies

An employer must be able to justify the specific application of a sickness absence policy in any particular case.

EasyJet roster was discriminatory towards breastfeeding mothers

EasyJet's roster system, which could require cabin crew to work shifts of over 8 hours, was indirectly discriminatory on grounds of sex.

Asda equal pay claims get a green light

Asda's female shop-floor workers are able to compare themselves to their male colleagues in the distribution centres for the purposes of an equal pay claim.

Further decision on Northern Ireland 'gay cake' case

A Christian bakery's refusal to bake a cake bearing a message in favour of legalising same-sex marriage was discriminatory.

"Overqualified" or too old for the job?

It's common knowledge that some employers try to recruit in their own image (whether lawful or not). Job advertisements and person specifications can be used to pinpoint particular demographics, and in particular, certain age groups. Advertising for a candidate who is active, energetic and computer-savvy? Chances are, you're looking to hire someone young.

Discrimination damages for insincere job applications

Is a job applicant entitled to damages if the sole reason they applied was to bring a discrimination claim?

Injury to feelings payment for sexual harassment

A woman who was sexually harassed by her employer has been awarded £14,000 as compensation for injury to feelings.

Headscarf ban was direct discrimination

A second case has come before an Advocate General concerning instructions for a Muslim woman not to wear a headscarf at work.