

Reflecting on employment law cases and developments in 2020

Dealing with the impact of the Covid-19 pandemic on the workforce has held the top spot on the HR to-do list for most of 2020.

What's on the horizon for HR in 2020?

Brexit aside, 2020 promises to be yet another busy year for HR professionals, with a raft of reforms coming into force on 6 April 2020...

Pay inequality issues continue to remain high on the agenda

The interest in pay inequality between men and women shows no signs of waning in 2020. In a little over two months, pay inequality will come under the spotlight again, when large employers publish the third round of gender pay gap reports.

Understanding the reforms to the IR35 rules in the private sector

From 6 April 2020, the way in which the IR35 rules operate in the private sector is set to change. In this article, we discuss the new framework and the next steps for clients and contractors.

BDBF seventh anniversary

BDBF is 7! A big thank you to everyone who has supported us over the last seven years.

Six months to go: is your business ready for the employment law reforms coming into force in April 2020?

Change in the employment law sphere rarely slows down – even in the face of Brexit. We are now only six months away from a host of employment law reforms, most of which are scheduled to

come into force on 6 April 2020. Below we outline the reforms and the preparatory steps for employers.

NEW ACAS GUIDANCE ON NEURODIVERSITY IN THE WORKPLACE

Acas has published new guidance on handling neurodiversity in the workplace. Neurodiversity refers to different ways the brain can use and interpret information...

A DISABLED EMPLOYEE COULD NOT RELY ON HER MISTAKEN BELIEF ABOUT WHAT ADJUSTMENTS NEED TO BE MADE

Ms Wood worked for iforce Ltd, a logistics company, at one of its warehouses packing items at a fixed workbench. She had osteoarthritis, a degenerative condition and a disability...

DISABLED EMPLOYEE SHOULD HAVE BEEN OFFERED A DEDICATED PARKING SPACE

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...

Employment Law Changes To Look Out For In April 2019

April 2019 is set to be an eventful month, one where the UK may or may not leave the European Union, tens of thousands will line up to run the London Marathon, and most of us will look forward to a much-needed break at Easter.

TRIBUNAL RULES THAT STANCE ON SCOTTISH INDEPENDENCE IS “PHILOSOPHICAL BELIEF” FOR DISCRIMINATION PURPOSES

An employment tribunal has held that a Councillor’s belief in Scottish Independence can amount to a “philosophical belief”

for the purposes of the Equality Act 2010.

PERSONAL INJURY DAMAGES PAYABLE FOR FAILURE TO PROVIDE REST BREAKS UNDER THE WORKING TIME REGULATIONS 1998

The Employment Appeal Tribunal (EAT) has held that personal injury compensation is available for a failure to provide rest breaks under the Working Time Regulations 1998...