



Employment Law e-bulletin - October 2021

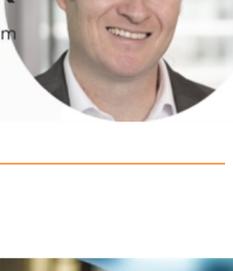
Welcome to our October e-bulletin. There is still time to register for our free autumn Essential Employment Law Webinar, covering the current hot topics in employment law. For more details on how to register see below.

This month we look at the UK Government announcements which suggest that some progress is now being made on the new rights promised under the Employment Bill as well as cases covering whistleblowing and discrimination.

All of our other regular features are here too, including links to our weekly podcasts. Scroll down to find out more.

INNES CLARK

Head of Employment Team



Free essential employment law webinar



Join us for a free employment law webinar covering key employment law developments including:-

- New duty on employers to prevent sexual harassment
- Employment Bill update
- Right to work changes
- Long Covid - implications for employers
- Menopause and disability
- Lessons from the annual CIPD health and wellbeing survey
- A look ahead to 2022

Join leading employment law experts, Innes Clark, Alan Delaney and Sarah Gilzean, for all the latest employment law developments and a chance to ask questions.

To register for free click on the link below:-

[Essential employment law webinar](#)

This webinar is applicable to the law of Scotland, England and Wales.

Equality & Diversity training

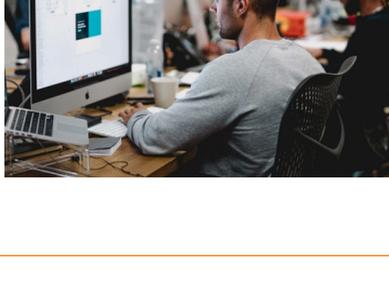
We are also running Equality & Diversity training in November to assist employers with running the reasonable steps defence. Click on the link for full details and cost of attendance - [Equality & Diversity training](#).

UPDATE

UK Government announcements indicate some progress on new employment rights

Announcements cover flexible working, carers leave and treatment of tips.

[READ MORE](#) →



DISCRIMINATION

Employer's knowledge in discrimination claims

When is an employer deemed to have knowledge of a disability?

[READ MORE](#) →

TRIBUNAL WATCH

Whistleblowing and employer liability

Where can you draw the line between the actions of a senior employee and later decisions made by other employees on a related matter?

[READ MORE](#) →



Our weekly employment law podcasts

You can listen to our most recent employment law podcasts by clicking on the links:-

[Can calling someone a grandma amount to age discrimination?](#) - David Hossack and Fiona Meek discuss a recent case where the Employment Tribunal looked at the question of age discrimination in the context of comments referring to the Claimant as a grandmother.

[Employing monitoring and home working](#) - David Hossack and Alan Delaney discuss the hot topic of monitoring workers at home as well as the privacy implications of the increasingly sophisticated tools available to employers.

[Is it discrimination to send a pregnant employee home because of Covid risks?](#) - David Hossack and Sarah Gilzean discuss the recent case of Prosser v Community Gateway Association Ltd and what employers should consider when dealing with pregnant employees during the pandemic.

[Extension of Right to Work concessions](#) - David Hossack and Stuart McWilliams discuss how COVID has affected Right to Work checks and what the extension of these concessions mean for employers.

For links to more of our podcasts see our [Legal knowledge hub - Employment law podcasts](#)



INSIGHT

Should part-time employees be given a break on every shift if full time employees are?

A recent case clarifies the importance of identifying the reason for less favourable treatment.

[READ MORE](#) →



Employment Law Covid-19 round up

Our monthly round up of the COVID-19 employment law related news that you may have missed.

[READ THE ROUND UP](#) →



Covid-19 Employment Tribunal Watch

Lessons can be learnt from the Covid-19 related employment tribunal claims that are now being heard.

[READ OUR SUMMARY](#) →



UPDATE

What else is happening in employment law?

We look at what else is happening in employment law away from the pandemic.

[READ MORE](#) →

Employment Law Guideline & Timeline

To see our Brief Guide to Employment Law in Scotland, England and Wales, click [here](#).

For details of upcoming changes in employment law, see our [Updated Employment Law Reform Timeline](#).



Our App

You can download our free Employment Law App [MF HR Mobile](#) for both Android and iPhone. This includes calculators for unfair dismissal awards, maternity pay and statutory redundancy payments, as well as key employment law facts, figures and fingertip guides. It also includes this monthly e-bulletin and access to all of our employment law podcasts.



Contact us

If you have any questions on the content of this e-bulletin or if you would like to discuss any other employment issue then please contact any of the Employment Law Partners listed below or speak to your usual Morton Fraser employment team contact:-

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