Is a “no beards” policy discriminatory?
by Hannah Riley

In the case of R Sethi v Elements Personnel Services Ltd, an Employment Tribunal had to determine if the Claimant had been subjected to indirect discrimination by a recruitment agency for refusing to keep him on their books due to his refusal to shave his beard for religious reasons.

Rise in National Living Wage
by Simon Turton

Employers should ensure, and employees should take care to check, that the required steps have been put in place to affect the increase to the national living and minimum wage. The new rates, outlined below, will come into force from 1 April 2020.

Top 5 cases to look out for in 2020
by Hannah Riley

As well as many statutory changes to employment law occurring in 2020, we will also be finding out the outcome to some very big cases that could have a drastic effect on employment rights.

Was your dismissal influenced by your protected disclosure? / The real reason you were dismissed
by Karinna Foster

In the case of Royal Mail Group v Jhuti the issue before the Supreme Court was regarding the real reason for her dismissal. Ms Jhuti worked in the Royal Mail’s media department and made a protected disclosure (“whistleblowing”) stating that the company was in breach of Ofcom’s guidelines.