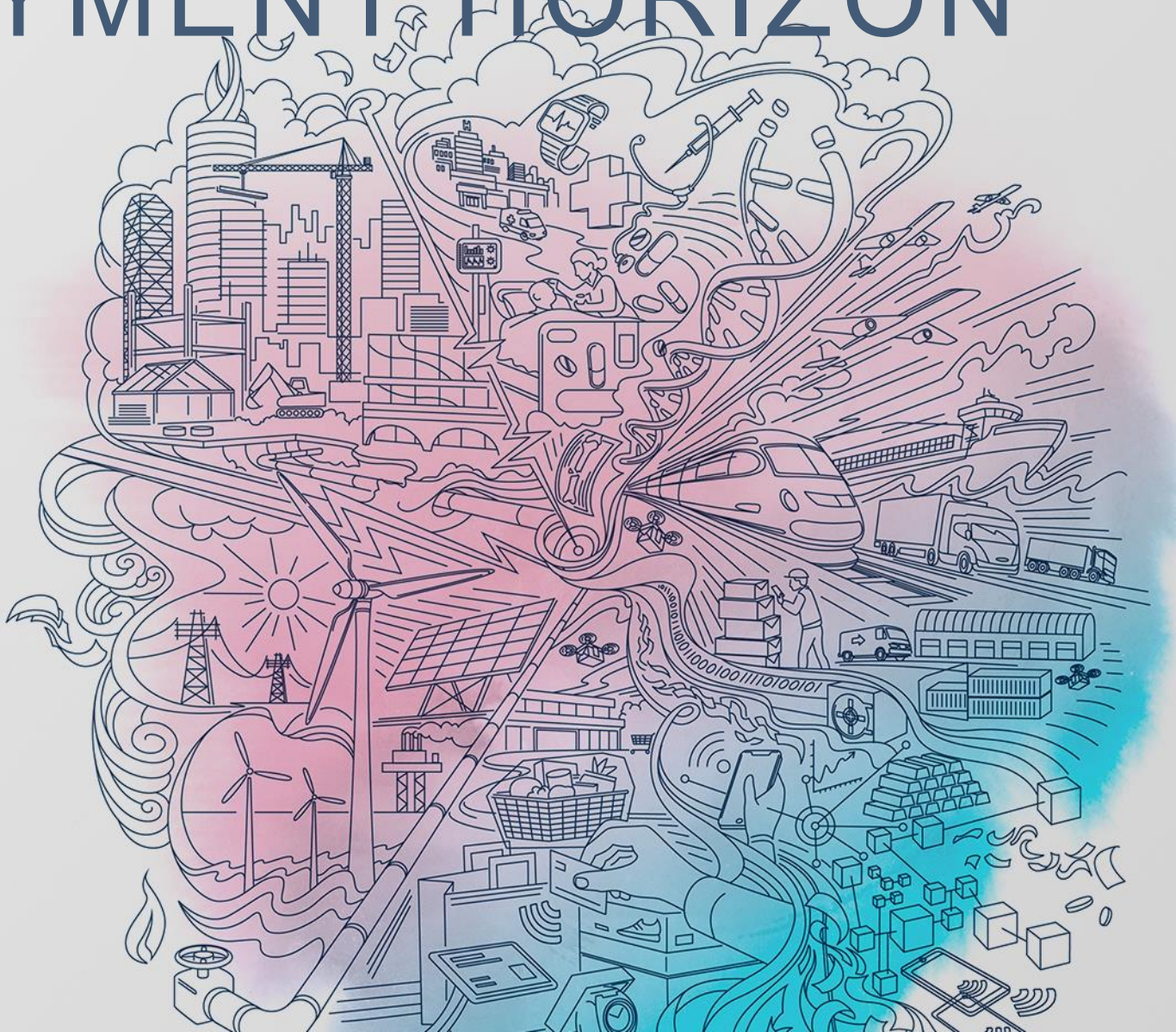
UK EMPLOYMENT HORIZON SCANNER

November 2025



ADDLESHAW GODDARD

FUTURE KEY LEGISLATION DEVELOPMENTS

NO.	ACT OR STATUTORY INSTRUMENT	SUMMARY AND IMPACTS	IMPACT DATE
1	Employment Rights Bill tba	**Employment Rights Bill** In its election manifesto, the Government set out its plan for employment law reforms and to introduce legislation within its first 100 days in office, but to consult fully on how to put its plans into action before legislation is passed. The Employment Rights Bill (**ERB**) was published on 10 October 2024. The Government also launched four consultations on the ERB at the end of 2024 and published its responses to those consultations in March 2025 along with a number of proposed amendments to the ERB. In July 2025, the Government published an implementation roadmap for the ERB (**Roadmap**) and tabled amendments ahead of the Report Stage in the House of Lords. The Roadmap reveals that the Government will take a phased approach to both consultation and implementation of the ERB, with consultation due to take place between Summer 2025 and early 2026 and commencement due to take place in stages starting from Autumn 2025 and running through to 2027. In July 2025, the House of Lords also voted to approve significant non-governmental amendments including to reduce the qualifying period for unfair dismissal from two years to six months rather than making it a day one right. Those non-governmental amendments were rejected by the House of Commons in September 2025 and the House of Lords put forward further amendments in lieu in October 2025. Parliamentary ping pong has continued through November 2025. The ERB will now return to the House of Commons on a date yet to be scheduled. For details of the proposals contained in the ERB as well as the consultation and implementation timetable, see our Employment Rights Tracker **here**.	The ERB was expected to receive Royal Assent in Autumn 2025, but Parliament has not yet reached agreement on the final provisions of the Bill and parliamentary ping pong continues.
2	Draft Equality (Race and Disability) Bill	**Draft Equality (Race and Disability) Bill** The Government announced the draft Equality (Race and Disability) Bill in the King's Speech in September 2024. The draft Bill will include the following reforms to: • Enshrine in law the full right to equal pay for ethnic minorities and disabled people, making it much easier for them to bring unequal pay claims.	The Government consultation on the Equality (Race and Disability) Bill closed on 10 June 2025. A draft bill is expected to be published but there is currently no indication of the timing for publication.

NO.	ACT OR STATUTORY INSTRUMENT	SUMMARY AND IMPACTS	IMPACT DATE
		• Introduce mandatory ethnicity and disability pay reporting for larger employers (those with 250+ employees) to help close the ethnicity and disability pay gaps. • Ensure that outsourcing of services can no longer be used by employers to avoid paying equal pay. The Government launched a consultation in March 2025 seeking views on how to implement mandatory ethnicity and disability pay gap reporting for large employers (those with 250 or more employees) in Great Britain. The responses to the consultation will help shape the draft legislation. The consultation closed on 10 June 2025. The Government is proposing to mirror the gender pay gap reporting framework where appropriate in terms of geographical scope, pay gap measures (with two additional measures to give context to the employer's ethnicity and disability pay gap figures), reporting deadlines and enforcement policy. It also proposes to follow the voluntary guidance for ethnicity pay gap reporting for a consistent approach to classifications and proposes certain protections to preserve employee privacy on data collection. In a House of Commons debate in January 2025 the Government confirmed that draft legislation would be introduced during the current parliamentary session. That time has passed and there is currently no clear indication of when the draft bill will be published.	
3	Equality law issues	**Call for evidence on equality law issues** The Government has published a **call for evidence** seeking feedback on areas of existing equality legislation and possible equality law reform. The evidence gathered will help to shape the forthcoming Equality (Race and Disability) Bill. The call for evidence is wide ranging and includes seeking views on: • The prevalence of **pay discrimination** on the basis of race and disability. • Making the right to **equal pay** effective for ethnic minority and disabled people. • Measures to ensure that **outsourcing of services** can no longer be used by employers to avoid paying equal pay. • Improving the **enforcement of equal pay rights** by establishing an Equal Pay Regulatory and Enforcement Unit, with the involvement of trade unions. Government is considering ways a new unit could strengthen equal pay provisions, whether by building on the Equality and Human Rights Commission's existing role or through new functions.	Call for evidence closed on 30 June 2025. We await the Government response.

NO.	ACT OR STATUTORY INSTRUMENT	SUMMARY AND IMPACTS	IMPACT DATE
		• Improving **pay transparency**. Government is looking to build evidence before deciding whether changes in this area would be appropriate. • Strengthening protections against combined discrimination. **Dual discrimination** in s14 of the Equality Act 2010 has never been brought into force despite repeated calls from Women and Equalities Committee. • Creating and maintaining workplaces and working conditions **free from harassment**. The call for evidence **closed on 30 June 2025.** We await the Government's response.	
4	Consultation on non-compete clauses	**Non-compete clauses in employment contracts** The Government has confirmed that it has been reviewing the research and work carried out by the previous government on non-compete clauses. It has said that it will consult on options for the reform of non-compete clauses in employment contracts "in due course" but has given no further indication of what its potential proposals for reform in this area might be.	tba
5	Consultation on employment status	**Employment status** The Government has announced that it will publish a consultation on employment status by the end of 2025. It acknowledges that this is a complex issue, but it is committed to consult on tackling the pressing issues with the existing framework for employment status, such as substitution clauses. It will also consult on additional measures to strengthen protections for the self-employed, including health and safety protections.	By the end of 2025
6	EHRC Statutory Code of Practice for Services, Public Functions and Associations and EHRC non-statutory interim guidance	**EHRC Interim Guidance and Consultation on updates to its Code of Practice for Services, Public Functions and Associations** The Equality and Human Rights Commission (EHRC) published its **consultation** to update its statutory Code of Practice for services, public functions and associations following the Supreme Court's *For Women Scotland* judgment. The EHRC made a number of technical amendments to its draft Code of Practice and sought views on whether the updates outlined in the consultation clearly articulate the practical implications of the judgment and enable those who will use the Code to understand, and comply with, the Equality Act 2010. The consultation **closed on 30 June 2025** and an updated Code of Practice was handed to Government on 5	Consultation closed on 30 June 2025. An updated Services Code has now been handed into Government for consideration and approval.

NO.	ACT OR STATUTORY INSTRUMENT	SUMMARY AND IMPACTS	IMPACT DATE
		September 2025 for ministerial approval. If Government approves it, it will be laid before Parliament for 40 days after which the Government may make an order bringing it into force if neither House has rejected it. In response to a question as to why the Services Code has not yet been approved, the Government explained that it has asked the EHRC to provide a costs assessment to help Government to decide whether it needs a full regulatory impact assessment prior to approval. Employers have been asking whether the EHRC's Employment Code of Practice will also be updated following the Supreme Court's judgment. Work on the Employment Code is expected to begin after the Services Code is complete. Following the Supreme Court judgment on the definition of "man", "woman" and "sex" in the Equality Act 2010, the EHRC published non-statutory **interim guidance** on the practical implications of the judgment pending the updated Services Code. The interim guidance has now been removed from the EHRC's website pending Parliamentary approval of the new Services Code.	
7	Statutory Code of Practice on Dismissal and Re-engagement	**Statutory Code of Practice on Dismissal and Re-engagement** The statutory Code of Practice on Dismissal and Re-engagement came into force on 18 July 2024. The Code is intended as a practical guidance for employers that clarifies the steps employers should take when seeking to change contractual terms and conditions of employment where there is a prospect of dismissal and re-engagement. There is no direct claim for breach of the Code, but tribunals must take it into account where relevant and may adjust the compensation for certain tribunal claims by up to 25%, including unfair dismissal awards. From **20 January 2025**, tribunals will have the power to increase or reduce compensation by up to 25% for failure to comply with collective consultation requirements under the Code of Practice on Dismissal and Re-engagement or another relevant Code of Practice. The change will mean that in a successful claim for a protective award, where it appears to the employment tribunal that the employer has unreasonably failed to comply with a relevant Code of Practice, the tribunal may increase the employee's award by up to 25% or reduce it by up to 25% where it is the employee who has unreasonably failed to comply with the relevant Code.	Already in force since 18 July 2024, but: • An order to give tribunals power to adjust compensation in a successful protective award claim for failure to inform and consult where there has been an unreasonable failure to comply with the Code of Practice on Dismissal and Re-engagement or another applicable code of practice came into force on **20 January 2025.** • Awaiting details of measures to replace the Code in the Employment Rights Bill (see above).

NO.	ACT OR STATUTORY INSTRUMENT	SUMMARY AND IMPACTS	IMPACT DATE

		Under the Employment Rights Bill (see above) the Government had proposed to end 'Fire and Rehire' and 'Fire and Replace' save in very limited circumstances where an employer has no alternative to remain a viable business, but for the time being the statutory Code of Practice on Dismissal and Re-engagement remains in force.
		
		In the Government's response to consultations on the Bill, it confirmed:
		
		• it will not take forward the proposal that interim relief should be available to employees who bring claims for breach of collective redundancy and fire and rehire obligations.
		• It will continue with its proposals to end fire and rehire save for where the employer has no alternative to remain viable through the ERB and by updating the Code of Practice on Dismissal and Re-engagement.
		• The doubling of the maximum protective award from 90 to 180 days will mean that, in the context of dismissal and re-engagement, the 25% uplift to a protective award which came into force in January 2025 will lead to a further increase of up to 45 days where an employer fails to follow the Code of Practice on Dismissal and Re-engagement.
		
		There were concerns that the new provisions could apply to relocations, which would require employers to budget for significant automatic unfair dismissal costs if not all employees agreed to a change in their place of work. To address these concerns, the Government's July amendments relaxed the ban on 'fire and re-hire' in the following ways:
		
		• The ban (automatic unfair dismissal protection) will now be limited to circumstances where an employer has tried to make a 'restricted variation'. Restricted variations include variations:
		  ○ that **reduce or remove** pay entitlements or that vary the measures that determine pay based on the work done or performance
		  ○ **changing** hours of work or the timing or duration of shifts
		  ○ that **reduce** an employee's entitlements to time off
		  ○ to terms **relating to** pensions or pension schemes.
		
		BUT not location or duties.
		
		• The ban will also include any dismissals relating to an attempt to impose a new flexibility clause covering any of these changes.
		• The Government has powers to (i) add to this list of restricted variations or (ii) clarify what payments, expenses or other contractual benefits are not considered to be restricted variations.	

NO.	ACT OR STATUTORY INSTRUMENT	SUMMARY AND IMPACTS	IMPACT DATE
		• Where an employee is dismissed for failing to agree to a variation of their contract that is not a 'restricted variation', the dismissal will no longer be automatically unfair and the matters that must be considered in determining whether the dismissal is fair or unfair are set out in a new provision, which requires tribunals to take account of the reason for the variation, any individual or collective consultation and anything the employee was offered in return for the change. • Separately, another amendment provides that dismissals will be automatically unfair if the reason for dismissal is to replace an employee with someone who is not employed (e.g. self-employed independent contractors, agency workers or other individuals not employed by the employer), if any such replacement is going to do substantially the same work. This is provided that the 'financial difficulty' exemption does not apply and the employer could not reasonably have avoided the need to replace the employee. We await further consultation on updating the Code of Practice on Dismissal and Re-engagement this year.	
8	Employment (Allocation of Tips) Act 2023	**The Employment (Allocation of Tips) Act 2023** The Employment (Allocation of Tips) Act 2023 was fully brought into force on 1 October 2024. It provides a requirement that employers pass all tips to staff in full without deductions, save for those required by tax law. Employers are required to have a written policy on tips and to distribute them in a fair, transparent and consistent way and to keep records of how tips have been dealt with for three years from the date received. A statutory Code of Practice which promotes fairness and transparency in distribution of qualifying tips, gratuities and service charges, setting out key principles of fairness and suggesting how employers can apply them to different aspects of developing and implementing a policy on the treatment of tips came into force on 1 October 2024 alongside other provisions of the Employment (Allocation of Tips) Act 2023. The Employment Rights Bill proposes to introduce a new requirement for consultation and review of written policy about allocating tips etc. We await further details.	1 October 2024. The Government has said that the majority of proposed changes set out in the Employment Rights Bill are not expected to take effect until October 2026.
9	The Employment Rights Bill will amend the Worker Protection (Amendment of	**Harassment: Extension of the duty to prevent harassment in the workplace** **The Worker Protection (Amendment of Equality Act 2010) Act 2023** came into force on 26 October 2024. Under the Act, employers are under a new duty to take reasonable steps to prevent sexual harassment of their employees in the course of their employment. Breach of this duty may be enforced by the Equality and Human Rights Commission (EHRC) under its existing enforcement powers and, where a claim for sexual harassment has been upheld by an employment tribunal, the tribunal may order an uplift of up to 25% of any compensation	The Worker Protection (Amendment of Equality Act 2010) Act 2023 came into force on 26 October 2024. The Government has said that measures to make complaints of sexual harassment public interest

NO.	ACT OR STATUTORY INSTRUMENT	SUMMARY AND IMPACTS	IMPACT DATE

	Equality Act 2010) Act 2023	awarded for sexual harassment if the tribunal considers that the duty to take reasonable steps to prevent sexual harassment has been breached.
		
		Further changes are expected. Under the Employment Rights Bill (see above), the Government proposes to extend the scope of the new duty by amending the Equality Act 2010 to:
		
		• Strengthen the requirement for employers to take *all* reasonable steps to prevent sexual harassment at work.
		• Re-introduce employer liability for third party harassment for all relevant protected characteristics so that, in addition to an employer being prohibited from harassing their own employees or job applicants, they must also not permit a third party to harass their employees, which would occur if both of the following apply:
		  • The third party harasses the employee in the course of their employment with the employer.
		  • The employer failed to take all reasonable steps to prevent the third party from harassing the employee in the course of their employment. A "third party" will mean a person other than the employer or one of its employees.
		• **Make complaints of sexual harassment public interest disclosures,** so that it will be a protected disclosure for an employee to report that sexual harassment has occurred, is occurring or is likely to occur. This reflects the government's manifesto commitment to strengthen the rights of whistleblowers in relation to sexual harassment.
		The ERB also proposes to introduce a power to introduce regulations specifying the reasonable steps an employer must take to prevent sexual harassment.
			disclosures are expected to come into effect in April 2026.
			
			Measures requiring employers to take "all reasonable steps" to prevent sexual harassment of their employees and introducing employer liability for third party harassment of their employees are expected to take effect in October 2026.
			
			Measures introducing a power to enable regulations specifying the reasonable steps an employer must take to prevent sexual harassment are expected to take effect in 2027.

10	Victim and Prisoners Act 2024 and Victim and Courts Bill – Confidentiality Clauses and NDAs	**Confidentiality clauses and non-disclosure agreements** The Victim and Prisoners Act 2024 received Royal Assent on 24 May 2024. Section 17 of the Act clarifies that confidentiality clauses and NDAs cannot be legally enforced if they prevent victims from reporting crime and will ensure information related to criminal conduct can be discussed with the following groups without fear of legal action: • Police or other bodies which investigate or prosecute crime. • Qualified lawyers and any individual entitled to practise a regulated profession for the purpose of obtaining professional support from that service in relation to the relevant conduct.	S.17 Victim and Prisoners Act 2024 came into force on 1 October 2025. The Victim and Courts Bill is currently making its way through Parliament.

NO.	ACT OR STATUTORY INSTRUMENT	SUMMARY AND IMPACTS	IMPACT DATE
		• An individual who provides a service to support victims, for the purpose of obtaining support from that service in relation to the relevant conduct. • A regulator of a regulated profession for the purpose of co-operating with the regulator in relation to relevant conduct. • Someone authorised to receive information on behalf of any of the above for the purposes mentioned above. • A child, parent or partner of the person making the disclosure, for the purposes of obtaining support in relation to the relevant conduct. Section 17 of the Act will come into force on 1 October 2025 and the Government has published guidance explaining the changes to NDAs and confidentiality clauses in all sectors from that date. The Act also provides that regulations can be made which amend the disclosures permitted by section 17 or extend its application to a provision which purports to impose an obligation or liability in connection with a permitted disclosure. The Government has now published draft regulations in exercise of that power to add to the list of persons to whom disclosures are permitted which are: • The Criminal Injuries Compensation Authority, for the purpose of a claim for compensation in relation to the relevant criminal conduct under the Criminal Injuries Compensation Scheme or the Victims of Overseas Terrorism Compensation Scheme. • A court or tribunal, for the purpose of issuing or pursuing any proceedings in relation to a decision of the Criminal Injuries Compensation Authority made in connection with a claim mentioned above. • A person authorised to receive information on behalf of either of the above, for the relevant purposes mentioned above. Those draft regulations have not yet come into force. In October 2025 the Government announced that it will bring forward legislation to ensure that non-disclosure agreements can no longer be used to prevent victims and direct witnesses of crime from speaking out or to conceal criminal behaviour. The proposed Victim and Courts Bill will go further than the current s 17 of the Victim and Prisoners Act 2024 which came into force on 1 October 2025.	

NO.	ACT OR STATUTORY INSTRUMENT	SUMMARY AND IMPACTS	IMPACT DATE
		The new Bill is intended to be a simpler protection allowing victims and direct witnesses of crime to disclose information about the conduct to anyone and for any purpose, not just to the bodies and for the purposes set out in the previous Act. The Government recognises that in some cases, both parties may genuinely wish for confidentiality about certain details. The amendment will therefore give the Secretary of State powers to: • set criteria for "excepted NDAs" in limited, legitimate circumstances; and • specify situations where disclosures will always be allowed, even if an "excepted NDA" exists.	

FUTURE KEY CASES

NO	CASE	SUMMARY AND IMPACTS	CURRENT STATUS
1.	Miller v University of Bristol	**Discrimination: Protected philosophical belief** An employment tribunal held that an academic's anti-Zionist beliefs qualified as a protected philosophical belief under the Equality Act 2010 and that his summary dismissal was an act of direct discrimination and was unfair. The case is due to be heard by the EAT on 12 November 2025.	Due to be heard in the EAT on 12 November 2025.
2.	Dobson v Cumbria Partnership NHS Foundation Trust	**Indirect Sex Discrimination: Flexible working** Having been remitted, the employment tribunal has upheld its original decision that the claimant had not been indirectly discriminated against or unfairly dismissed. Dismissal for refusing to work weekends was a proportionate means of achieving a legitimate aim of providing 24/7 care in the community, balancing workload among the team and reducing costs of using more senior nurses at the weekend. An employer's needs as a	Case is due to be heard on 16 December 2025.

NO	CASE	SUMMARY AND IMPACTS	CURRENT STATUS
		whole must sometimes prevail and the principle of allowing flexible working cannot be applied too strictly. The case is due to be heard by the EAT on 16 December 2025.	
3.	Bailey v (1) Stonewall Equality Ltd (2) Garden Court Service Company (3) representatives of Garden Court Chambers	**Religion and belief: did a barristers' chambers discriminate against a barrister due to her 'gender critical' philosophical beliefs and did the organisation Stonewall instruct, cause or induce that discrimination?** An employment tribunal held that Garden Court Chambers had discriminated against a barrister for holding 'gender critical' beliefs and for expressing misgivings about Stonewall's policy aims, but rejected the claimant's claim against Stonewall for instructing, causing or inducing that discrimination. The employment tribunal found that the communications from Stonewall relating to the claimant were just a protest and not sufficient to amount to an inducement, or attempted inducement, of any particular course of action by Garden Court. On appeal, the EAT concluded that the employment tribunal had not erred in rejecting Ms Bailey's claim against Stonewall. A £20,000 costs award was made against representatives of Garden Court Chambers for unreasonable conduct of their solicitor in preparing the trial bundle in the employment tribunal case. The case was part heard by the Court of Appeal on 22 October 2025.	Case was part heard by the Court of Appeal on 22 October 2025.
4.	Jiwanji and others v East Coast Main Line Company Ltd and others	**Trade Unions: Inducements relating to collective bargaining** An employment tribunal ruled that a pay award put directly to rail workers did bypass collective bargaining and was an unlawful inducement under s145B TULRCA. It concluded that when the offer was made to staff there was no impasse in the negotiations and there was a realistic chance of the terms being agreed collectively. It held that the employer decided unilaterally to end collective bargaining because it no longer wished to participate in it. On the question of the employer's sole or main purpose for making the offer, it was held that the offer was not a result of a genuine belief on management's part that collective	The EAT granted permission to appeal on 21 March 2024. Heard scheduled for 1 May 2025. Pending settlement awaiting withdrawal by consent order.

NO	CASE	SUMMARY AND IMPACTS	CURRENT STATUS
		bargaining was already at an end and the employer's purpose was to achieve the result that the terms would not be collectively bargained. The EAT granted permission to appeal on 21 March 2024 and the case was scheduled to be heard on 1 May 2025.	
5.	Augustine v Data Cars Ltd	**Employment status** Although a part-time private hire driver was treated less favourably that a full-time comparator, it did not breach the Part-Time Workers (Less Favourable Treatment) Regulations 2000. The EAT felt bound to follow the ruling of the Court of Session (though not strictly bound by the Court's decisions) which applied a "sole reason" test. The EAT preferred a construction which considered the "effective and predominant cause" of the less favourable treatment. The case was appealed to the Court of Appeal. While a majority considered the Court of Session case (McMenemy v Capita Business Services Ltd) was wrongly decided, it held that it was highly desirable that the decision be followed, given that it pertained to a statutory provision applicable throughout Great Britain. Given its misgivings about McMenemy, the Court granted leave to appeal to the Supreme Court so that the issue can be decisively resolved.	Hearing date in the Supreme Court awaited.
6.	Corby v ACAS	**Belief discrimination: opposition to critical race theory** An employment tribunal held that a claimant's opposition to critical race theory (as opposed to his anti-racist beliefs based on the ideas of Martin Luther King Jr) is a protected belief under the Equality Act 2010. The claimant's beliefs passed all five stages of the *Grainger* test and were therefore capable of protection under the EqA. An appeal has been lodged and a preliminary hearing was heard by the EAT on 4 September 2025.	Preliminary hearing heard in the EAT on 4 September 2025.
7.	Groom v Maritime & Coastguard Agency	**Employment Status** The EAT held that a volunteer was a worker when attending activities for which they were entitled to remuneration. Permission to appeal granted on 12 August 2024. The case is due to be heard by the Court of Appeal on 18 or 19 November 2025.	Due to be heard by the Court of Appeal on 18 or 19 November 2025.

NO	CASE	SUMMARY AND IMPACTS	CURRENT STATUS
8.	Thandi and others v Next Retail Ltd and another	**Equal Pay** An employment tribunal found that the retailer Next breached equal pay law by paying its warehouse staff more than its shop-floor sales staff, despite the jobs being of equal value. The tribunal determined that the material factors relied on by Next to justify the pay disparity for basic pay, including market forces, indirectly discriminated against female employees, who predominantly worked in sales roles. Next's argument that the pay difference was motivated by cost-cutting measures was rejected, as cost-cutting alone was not a legitimate aim. For the time being, this is an employment tribunal decision, so it is not binding on future tribunals. If it is not overturned on appeal, it could have significant ramifications for employers who want to defend equal pay claims on the basis they are paying market rate for certain roles. An appeal has been lodged and a preliminary hearing was heard by the EAT on 22 May 2025.	A preliminary hearing was heard by the EAT on 22 May 2025.
9.	Ngole v Touchstone Leeds	**Religion or Belief Discrimination: Withdrawal of job offer** A tribunal held that the retraction of a job offer from a Christian mental health support worker was direct discrimination. The charity does a significant amount of work with people in the LGBTQI+ community and the claimant had made Facebook posts expressing negative views about homosexuality. Withdrawing the job offer before the second interview was not proportionate and put too great a limitation on the claimant's freedom of expression.	The case was heard in EAT on 29 October 2025. Judgment awaited.
10.	Afshar and others v Addison Lee Ltd	**Deductions from wages** A tribunal held that Addison Lee drivers were workers for the purposes of holiday pay, national minimum wage and deductions from wages claims. It went on to find that the two-year backstop on deductions from wages claims in the Employment Rights Act 1996 was ultra vires and of no effect. An appeal has been granted. Awaiting hearing date.	An appeal has been granted. Awaiting hearing date.
11.	Lister v New College Swindon	**Religion or belief discrimination: gender-critical beliefs**	Preliminary hearing heard on 29 May 2025.

NO	CASE	SUMMARY AND IMPACTS	CURRENT STATUS
		A Tribunal dismissed claims for discrimination where claimant was dismissed for refusing to use a gender transitioning student's name and chosen pronouns and for subjecting the student to trans-phobic discrimination and harassment. A preliminary hearing was heard by the EAT on 29 May 2025.	
12.	Thomas v Surrey and Borders Partnership	**Religion or belief discrimination** The EAT dismissed an appeal against a tribunal decision that a worker's belief in English nationalism which included anti-Muslim beliefs did not pass the threshold to constitute a protected philosophical belief under the Equality Act 2010 and that the belief fell within Article 17 of the European Convention on Human Rights (prohibiting abuse of rights) as it was aimed at the destruction of the rights of others, including a belief in the coercive removal of Muslims from the UK. Permission to appeal has been sought. Awaiting correction of defects in the bundle. Adjourned on papers on 25 March 2025.	Permission to appeal has been sought. Awaiting correction of defects in the bundle. Adjourned on papers on 25 March 2025.
13.	Appiah v Tripod Partners Ltd	**Agency worker and unlawful deduction from wages** An employment tribunal held that a consultant who contracted with a recruitment agency through a service company was a worker for the agency for the purposes of an unlawful deduction from wages claim under the Employment Rights Act 1996.	Due to be heard in the EAT on 29 October 2026.
14.	Cable News International Inc v Bhatti	**Cross-border jurisdiction** The EAT has upheld a tribunal's decision that it has both territorial and international jurisdiction to hear the claims brought by a peripatetic journalist against her former US-based employer.	Permission to appeal to the Court of Appeal has been sought.
15.	BCA Logistics Ltd v Parker	**Employment status** The EAT dismissed an appeal against a tribunal decision that drivers engaged by BCA Logistics to collect and deliver vehicles and carry out vehicle inspections were workers because the substitution clause in their contracts was not genuine. The substitution clause had not been used by drivers over 25 years and practical issues with it had not been addressed by BCA Logistics. The substitution clause did not reflect the true intentions of the parties.	Permission to appeal has been sought.

NO	CASE	SUMMARY AND IMPACTS	CURRENT STATUS
		Permission to appeal has been sought.	
16.	Lutz v Ryanair DAC	**Employment status** The Court of Appeal confirmed that a pilot supplied to Ryanair by an aviation recruitment company on a five-year contract through a service company was an agency worker under the Agency Workers Regulations 2010 and not a self-employed contractor because he was supplied by the agency to work for the airline "temporarily" which, for the purposes of the legislation, meant "not permanently". It also determined that he was employed by the agency within the meaning of the Civil Aviation (Working Time) Regulations 2004. Permission to appeal to the Supreme Court has been lodged.	Permission to appeal to the Supreme Court has been lodged.

KEY CONTACTS

MICHAEL LEFTLEY
Partner & Head of Group

+44 (0)20 7788 5079
+44 (0)7909 996755

RICHARD YEOMANS
Partner

+44(0)20 7788 5351
+44(0)7747 800591

SARAH HARROP
Partner

+44(0)20 7788 5057
+44(0)7595 777926

MICHAEL BURNS
Partner

+44(0)161 934 6398
+44(0)7801 132448

SHAKEEL DAD
Partner

+44(0)113 209 2637
+44(0)7776 570433

REBECCA KITSON
Partner

+44(0)113 209 2627
+44(0)7867 721151

DAVID HUGHES
Partner

+44(0)131 222 9837
+44(0)7740 910671

ANDREW MOORE
Partner

+44(0)161 934 6412
+44(0)7920 700877

ANYA DUNCAN
Partner

+44(0)122 444 4347
+44 (0)73 5040 9991

PAUL MCGRATH
Partner

+44 (0)113 209 4928
+44 (0)7918 648433

addleshawgoddard.com