

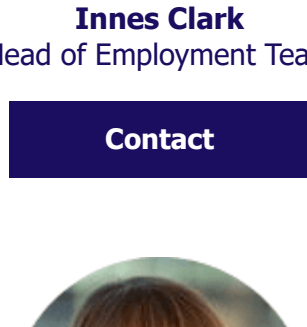
# Because employment matters

## EMPLOYMENT LAW E-BULLETIN - January 2025

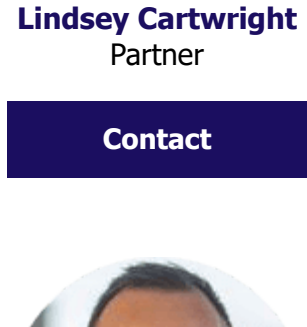
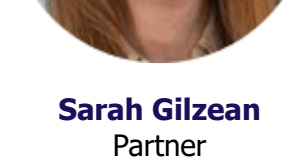
Happy New Year and welcome to our January e-bulletin. The Employment Rights Bill will be centre stage this year even though most of its provisions will not take effect until 2026. There are though quite a few important changes to watch out for and our blog on what to expect in employment law in 2025 will keep you up to speed with the key developments. As usual we also cover all the latest employment law issues, including case reports providing guidance on protected conversations and how accents can be related to race for harassment purposes. We also cover clawback provisions to recoup costs associated with sponsoring a migrant worker.

There is still time to book for our first Essential Employment Law Webinar of 2025. Our webinar on What to Expect in Employment Law in 2025 takes place on 9 January and there is plenty to talk about. For details on how to book for this and our other upcoming webinars see below.

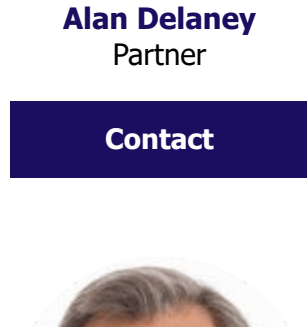
## MEET OUR EMPLOYMENT PARTNERS



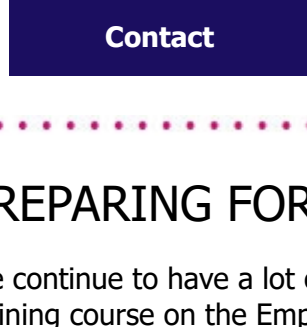
**Innes Clark**  
Head of Employment Team



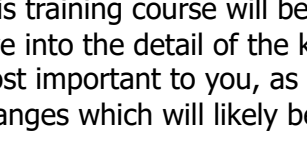
**Lindsey Cartwright**  
Partner



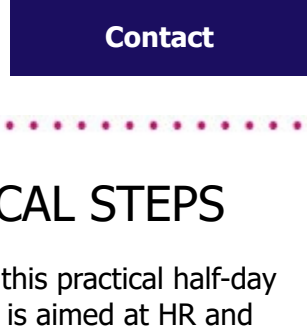
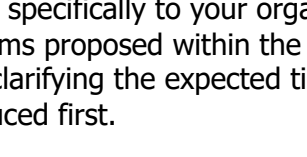
**Alan Delaney**  
Partner



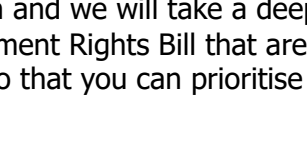
**Sarah Gilzean**  
Partner



**Kenny Scott**  
Partner



**David Walker**  
Partner



## PREPARING FOR THE BILL: TEN PRACTICAL STEPS

We continue to have a lot of interest from employers in relation to this practical half-day training course on the Employment Rights Bill. This training course is aimed at HR and business leaders and will explain the 10 practical steps that we consider employers can take now in order to prepare for the new legislation, as well as the new ethnicity and disability pay reporting requirements expected within the Equality (Race and Disability) Bill.

This training course will be tailored specifically to your organisation and we will take a deep dive into the detail of the key reforms proposed within the Employment Rights Bill that are most important to you, as well as clarifying the expected timings so that you can prioritise the changes which will likely be introduced first.

To enquire about this training course, which we can deliver in-person or online for your organisation, please get in touch with your usual MFM contact or email [innes.clark@mfm.com](mailto:innes.clark@mfm.com).

## ESSENTIAL EMPLOYMENT LAW WEBINARS

Our webinar on 9 January on what to expect in employment law in 2025 will get you up to speed with the key developments for the year ahead. We have also just launched our webinar programme for the rest of the first half of 2025. You can register for any of our essential employment law webinars by clicking on the links below. Our webinars last for approximately 50 minutes and are free to attend.

- [What to expect in employment law 2025](#) - 9 January 2025
- [Employment Rights Bill - Day 1 rights including unfair dismissal](#) - 6 February 2025
- [Neurodiversity - Autism spectrum disorder: overcoming workplace challenges](#) - 6 March 2025
- [Constructive dismissal masterclass](#) - 3 April 2025
- [Employment Rights Bill - Equality & harassment](#) - 8 May 2025
- [Managing risk when dealing with people issues](#) - 5 June 2025

Our webinars are applicable to the law of Scotland, England and Wales. If you can't attend on the day please register anyway and we will send you a recording of the webinar.

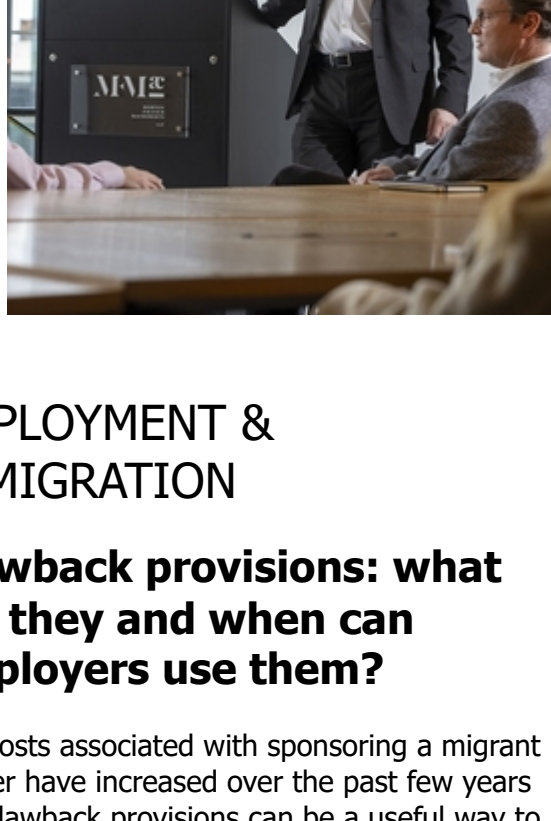
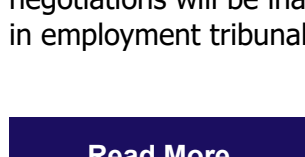
Feedback from recent attendees at these seminars include "Really useful and informative. Presented at a really good pace with the right amount of detail included, pitched at the right level", "very informative and accessible", and "All the speakers were very practical as well as knowledgeable".

Links to recordings of our recent essential employment law webinars can be accessed [here](#).

## PREVIEW 2025

### What to expect in employment law in 2025

So much to talk about in a year that will see significant consultation on the Employment Rights Bill.



### EMPLOYMENT & IMMIGRATION

#### Clawback provisions: what are they and when can employers use them?

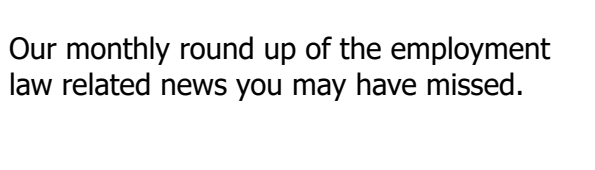
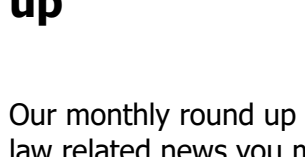
The costs associated with sponsoring a migrant worker have increased over the past few years and clawback provisions can be a useful way to try and limit the financial risk of sponsoring someone.



### SETTLEMENT DISCUSSIONS

#### Getting it settled - impropriety and protected conversations

The Employment Appeal Tribunal have provided guidance on when pre-termination negotiations will be inadmissible as evidence in employment tribunal claims.



### DISCRIMINATION

#### Accent "related to" race for harassment purposes

Employment Appeal Tribunal confirms motivation for comments about non-British accent irrelevant for harassment purposes.



### ROUND-UP

#### Employment Law Round-up

Our monthly round up of the employment law related news you may have missed.



### DATA PROTECTION

#### Data Protection & Cyber Security Newsletter

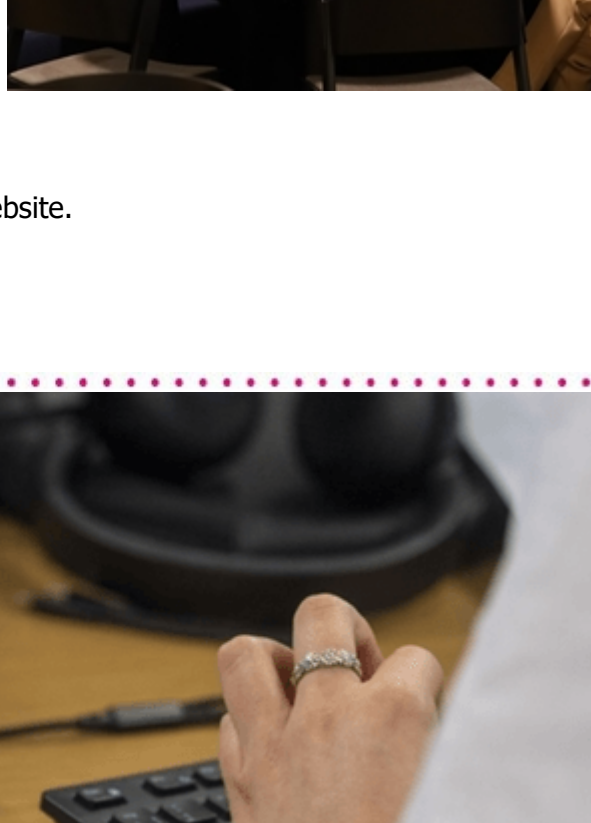
Our winter 2024 Data Protection and Cyber Security Newsletter covers a variety of data protection issues including facial recognition, data processing and subject access requests.



## EMPLOYMENT PODCAST

### Conflict, Culture and Collaboration - Make workplace culture your New Year's Resolution

Lindsey Cartwright and David Hossack discuss the CIPD Good Work Index and how a positive culture can reduce conflict in the workplace.



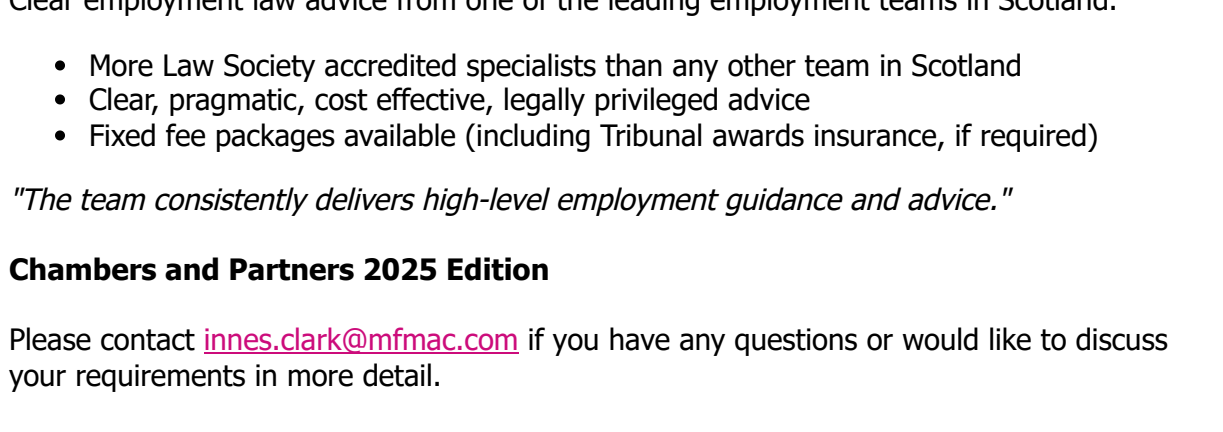
You can find all of our latest podcasts on our website.



## EMPLOYMENT LAW GUIDE AND TIMELINE

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

For details of upcoming changes in employment law, see our [Employment law reform timeline](#).



## EMPLOYMENT LAW SUPPORT FOR YOUR ORGANISATION

### How we can help

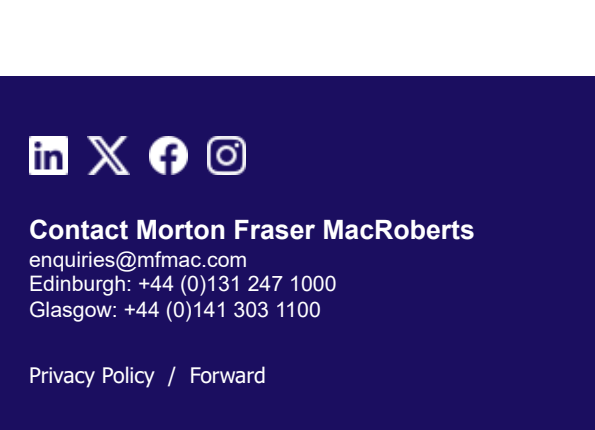
Clear employment law advice from one of the leading employment teams in Scotland.

- More Law Society accredited specialists than any other team in Scotland
- Clear, pragmatic, cost effective, legally privileged advice
- Fixed fee packages available (including Tribunal awards insurance, if required)

"The team consistently delivers high-level employment guidance and advice."

### Chambers and Partners 2025 Edition

Please contact [innes.clark@mfm.com](mailto:innes.clark@mfm.com) if you have any questions or would like to discuss your requirements in more detail.



## DOWNLOAD OUR APP

You can download our free employment law app, MFMac HR, 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 employment team contact:-

- [Lindsey Cartwright](#) on 0141 274 1141
- [Innes Clark](#) on 0131 247 1181z
- [Alan Delaney](#) on 0131 247 1263
- [Sarah Gilzean](#) on 0131 247 1157
- [Kenny Scott](#) on 0131 248 2255
- [David Walker](#) on 0141 274 1146