

September 2021

In this issue, we look at some of the key employment law developments that have taken place over the past month. In particular, we examine: the risks of gender or disability discrimination in returning to the office; UK legal protection for workers with long COVID; genuine occupational requirements; the Pension Regulator's new criminal powers; the end of the furlough scheme; and the long-term shift towards flexible working.

Risks of gender or disability discrimination in returning to office

September 3, 2021

United Kingdom: While a return to office may be great news for some, the pandemic is having a lasting and disproportionate impact on certain segments of the workforce, such as women or those with disabilities. A blanket approach to return to work may place such groups at a significant disadvantage. Consulting these groups and identifying viable and holistic adjustments for them should help to ensure a smooth and inclusive return to work.

UK legal protection for workers with long COVID

September 14, 2021

United Kingdom: Most legal COVID-19 restrictions have now been lifted in Scotland, England and Wales. As a result, city centres and commuter routes are beginning to resemble what they looked like before the pandemic. However, it is estimated that more than 2 million people are still suffering the effects of long COVID.

Requirement for an actor to not be visibly pregnant not a genuine occupational requirement

September 8, 2021

United Kingdom: The Employment Tribunal has rejected an argument that the need for an actor to not be visibly pregnant amounted to a genuine occupational requirement so as to justify less favourable treatment.

The Pensions Regulator's new criminal powers – how worried should companies and pension scheme trustees be?

September 20, 2021

United Kingdom: In this article, we take a closer look at the Pensions Regulator's powers to impose criminal sanctions under the Act and how concerned companies with defined benefit (DB) schemes, and the trustees of those schemes, should be.

End of the furlough scheme

September 2021

United Kingdom: As the furlough scheme comes to an end on 30 September 2021, we look at some of the issues that it raises for employers, including keeping employees connected, making redundancies and upskilling.

UK People, Reward and Mobility Hub – blog posts

September 2021

What else has been happening in the world of employment law this month? Read our blog to catch up.

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