

Because employment matters

EMPLOYMENT LAW E-BULLETIN - May 2025

Welcome to our May e-bulletin. Last month, the Supreme Court issued what is likely to be the most significant equality related judgment of the year. The practical impact of *For Women Scotland v The Scottish Ministers* will be of interest to all employers, but particularly so for those who provide single sex services. We cover both the judgment and the Equality and Human Rights Commission's interim update on its practical impact.

Staying with equality issues, we look at a case where an employer successfully argued that they had taken "all reasonable steps" to prevent one of their employees from harassing another. We also cover the recent increases to the injury to feelings award bands as well as our usual round up of the key employment law related news.

Our next Essential Employment Law Webinar is on 5 June and will look at managing risk when dealing with people issues. For details on how to book see below.

MEET OUR EMPLOYMENT PARTNERS



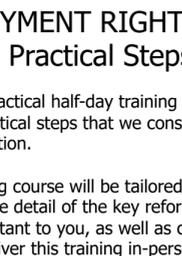
Innes Clark
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Lindsey Cartwright
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Alan Delaney
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Sarah Gilzean
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Kenny Scott
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EMPLOYMENT RIGHTS BILL: The 10 Practical Steps You Can Take Now to Prepare

This is a practical half-day training course aimed at HR and business leaders which explains the 10 practical steps that we consider employers can take now in order to prepare for the new legislation.

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. We can deliver this training in-person or online for your organisation.

To enquire about this training course and for details of cost, please get in touch with your usual MFMac contact or email innes.clark@mfmac.com.

ESSENTIAL EMPLOYMENT LAW WEBINARS

Our next essential employment law webinar looks at managing risk when dealing with people issues. You can register for this by clicking on the link below. Our webinars last for approximately 50 minutes and are free to attend.

[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 "Very informative, good pace and spoken in plain language", "Really insightful, knowledgeable and helpful", and "Great interaction. Brilliant advice."

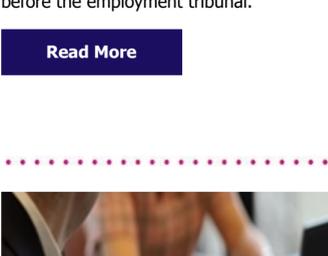
Links to recordings of our recent essential employment law webinars can be accessed [here](#).

SUPREME COURT JUDGMENT

Supreme Court rules that definition of "woman" in Equality Act refers to biological women

What started as a dispute over guidance on gender representation on public boards has become an emotive and polarising issue.

[Read our Summary of the Judgment here](#)



GUIDANCE

Equality and Human Rights Commission publish interim guidance on Supreme Court judgment

Following the *For Women Scotland v The Scottish Ministers* Supreme Court judgment, the Equality and Human Rights Commission ("EHRC") are working to update relevant statutory and non-statutory guidance.

[Read More](#)

VENTO GUIDELINES UPDATE

Injury to feelings awards increase

Injury to feelings awards can be made in discrimination and detriment claims brought before the employment tribunal.

[Read More](#)



CASE REPORT

Employer took "all reasonable steps" to prevent racial harassment of employee

At a time when the rollback of DEI policies is headline news, a recent Employment Appeal Tribunal judgment highlights the importance of employers investing in equality and diversity in the workplace.

[Read More](#)

ROUND UP

Employment Law Round-up

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

[Read More](#)



OUR EMPLOYMENT LAW PODCASTS

Our most recent employment law podcasts can be listened to at the links below.



Fingerprint and facial recognition systems: What do employers need to know?

David Hossack, Alan Delaney and Melissa Hall discuss the use of biometric recognition systems for employees. The podcast includes learnings from previous ICO enforcement action and practical tips for employers on key issues to consider.

[Listen Now](#)

April employment law changes and the latest on the Employment Rights Bill

David Hossack and Hayley Johnson discuss various recent changes to employment law, including the introduction of neonatal leave, as well as an overview of where we are with the Employment Rights Bill.

[Listen Now](#)



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

[Listen Now](#)

EMPLOYMENT LAW FACT CARD 2025/26

Our Fact Card is full of useful information for employers including disciplinary and redundancy checklists, Employment Tribunal award limits, family friendly leave entitlements and national minimum wage rates.

You can download and/or print our Fact Card. [Download the printable version](#) to create your Fact Card. Alternatively, you can view the information on our website at our [Employment Law 2025/26 article](#).

The information contained in our Fact Card, and much more, can also be accessed via our employment law app, [MFMac HR](#), where you can also find our podcasts and MFMac e-news. Search for MFMac HR at the App store or at Google Play.

If you don't usually get sent our Fact Card but would like a hard copy please email us at employment@mfmac.com with your name and postal address and we will send it on to you.

EMPLOYMENT LAW SUPPORT FOR YOUR ORGANISATION

How we can help

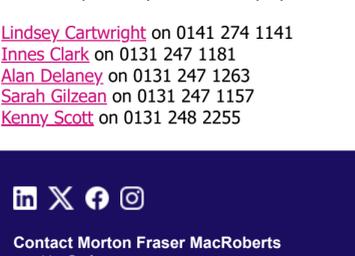
Clear employment law advice from one of the leading employment teams in Scotland.

- 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@mfmac.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.