

This Week in Employment Law

Latest CIPD data shows employers scaling back recruitment

The CIPD has published its latest quarterly Labour Market Outlook, which found that employer confidence has continued to decline this quarter hitting a post pandemic low, and redundancy plans remain high.

- Recommendations for employers in the report include:
 - Monitoring workloads carefully and ensuring employees have the time, resources and development opportunities they need.
 - Adopting inclusive hiring practices, such as broadening talent pools to improve their chances of successful recruitment.
 - Where redundancies are unavoidable, ensuring the process is fair and considering offering outplacement services to support those affected.
 - Considering going beyond statutory minimum redundancy pay to support financial wellbeing – particularly for those on lower wages.
 - Investing in career development support, including reskilling and upskilling opportunities.
- The CIPD is calling on the Government to work closely with employers and set out a clear phased rollout of the Employment Rights Bill.

You can get advice 24/7 365 days/year from our HR Advisory Team. You can also ask Croner [BrAlnbox What is outplacement support?](#)

EHRC extends consultation plans

HR

Following the UK Supreme Court's judgment in *For Women Scotland v The Scottish Ministers*, which found that in the Equality Act 2010, 'sex' means biological sex, the Equality and Human Rights Commission (EHRC) announced it would be carrying out a public consultation on updates to its Code of Practice. The EHRC's interim update on the impact of the judgment on single-sex facilities has been criticised by various parties. Now, after originally planning for the consultation period to be only two weeks long, the EHRC has announced that it will be open for six weeks, following concerns that two weeks was not sufficient time for a consultation of this nature.

Did you know?

Our partner, Health Assured can provide an Employee Assistance Programme (EAP) to support your staff.

Fairground chaos: Ride failure sends children to hospital

H&S

Three children were injured after a mechanical failure on a Walzer ride at the Galactic Carnival in Edinburgh on May 10, 2025. A part of the ride detached and struck a large speaker, preventing what could have been a more serious outcome. The children were taken to hospital with minor injuries and later discharged. Their father said the incident could have ended tragically if not for the speaker's placement. The event was shut down, and organisers issued refunds and an apology. Police Scotland and the Health and Safety Executive (HSE) are investigating. The operator stated that all rides are certified through ADIPS and stressed public safety remains their top priority.

Did you know?

Croner offers a 24/7 H&S advice line, where our accredited H&S advisers can support with H&S concerns.

Degree requirement was indirect discrimination

HR

The claimant, aged 63, was made redundant from his role as a senior construction consultant at Lidl. He was pooled with two other consultants in their 30s with only one remaining role. After not being chosen for the role, the claimant was told he had been marked down for not having relevant construction qualifications – he did not have a degree. The tribunal upheld his unfair dismissal claim. The tribunal agreed that people in their 60s are "less likely" to have a degree than those in their 30s, ruling that requiring a degree for redundancy selection was indirect age discrimination. (*Norman v Lidl Great Britain Ltd*).

Did you know?

Our Legal Services Team can represent your business in Employment Tribunal claims.

Employer responsibilities under RIDDOR

H&S

RIDDOR stands for the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013, it helps HSE identify and reduce serious risks at work. It's a UK law that requires employers and responsible persons to report specific workplace incidents to the HSE, including fatalities, major-injuries, injuries where the employee has been off work for more than 7 consecutive days, occupational diseases and dangerous occurrences. If you are an employer, self-employed or a premises owner you must report on the above via the HSE website using official forms. Fatal or major incidents must also be reported by phone. Failing to report under RIDDOR can result in prosecution and fines.

Did you know?

RIDDOR is not just red tape it's part of your responsibility to protect lives and learn from mistakes.

Please contact the 24 hour advice service for advice on your specific situation before acting on the information in this publication.