



MMD

MONDAY MORNING DISPATCH

BY Chadwick Lawrence

WEEK 3

03 FEBRUARY 2025

Welcome back to this week's MMD. Our new podcast will be launching soon. Daniel's video explores the ramifications of fast-tracking a disciplinary or performance management exercise. We also take a look at a Liverpool FC race discrimination claim dismissed by Tribunal. Don't miss our 2025 schedule of seminars and events, along with upcoming Mental Health First Aid courses. Explore the highlights below and register for our upcoming events.



THE LEGAL ALTERNATIVE



THE MEDIA HUB



WHAT'S GOING ON



UPCOMING EVENTS

THE LEGAL ALTERNATIVE PODCAST

New Year, New Podcast

Our podcast will be back soon! We have rebranded our podcast with a brand new logo. Take a look at our Spotify to listen to our old episodes.

[Listen here](#)



**The Legal
Alternative**

Chadwick Lawrence Solicitors



➤ [Watch here](#)

THE MEDIA HUB

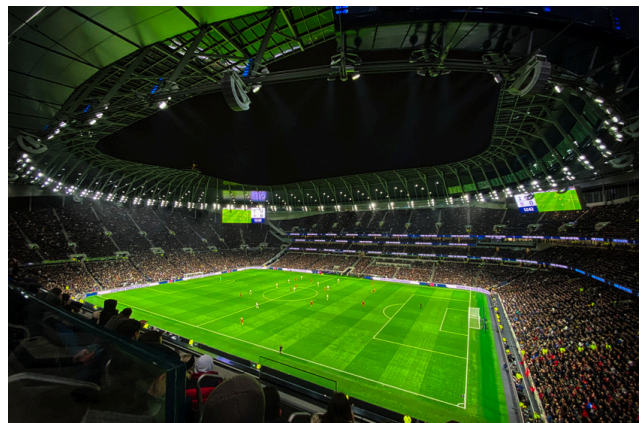
Need for Speed?

In this video we explore the ramifications of fast-tracking a disciplinary or performance management exercise, including the potential impact on fairness as judged by an employment tribunal. We also discuss employee consent and the need to consider any additional investigation, mitigation and the right to appeal as part of any streamlined process.

WHAT'S GOING ON

Liverpool FC race discrimination claim dismissed by Tribunal

A job applicant who filed a race discrimination claim against Liverpool Football Club when he failed to be shortlisted for interview has had his case dismissed by the employment tribunal.



The claimant, Asad Farooq, told the tribunal how he had applied to work as a first-team operations officer at the club in 2022. 487 applicants applied to the role, of which 444 were considered to be shortlisted.

He was initially rejected from the role on application. The club told the tribunal that this decision was made on the basis that he had asked for £35,000 in his application, which was 10% higher than the salary range identified for the role. However, when the successful applicant turned down the role, the club reconsidered applications. This time, they chose not to shortlist Farood due to a lack of experience in a first-team role.

Upon learning that a temporary worker with limited experience was filling in for the post until the club could find the appropriate candidate, Farood argued that he was not shortlisted for the role because of his British Asian heritage, arguing that his application has been rejected due to 'unconscious bias'.

However, whilst the Judge did note that the club had failed to disclose its racial diversity statistics, and one of the two magistrates sitting on the tribunal argued that Farooq should have been shortlisted for interview, the Judge ruled that "race played no part" in his application being rejected.

UPCOMING EVENTS

Seminar & Events

We're excited to share our 2025 seminar and events line-up!

This year, our free events are tailored to offer something for everyone - whether you're looking for employment law updates or general networking opportunities.

➤ [Register here](#)



26 Feb, 8:30 AM – 10:00 AM |
Hays Leeds Office
Media Law & Defamation



13 Mar, 8:30 AM – 10:00 AM |
Sedulo Leeds Office
*Planning Your Business
Future with Sedulo*



27 Mar, 8:30 AM – 10:00 AM |
Location TBA
*Conducting a Disciplinary
on Harassment*



30 Apr, 8:30 AM – 10:00 AM |
Location TBA
Equality & Diversity



8 May, 8:30 AM – 12:00 PM |
Headingley Stadium Leeds
*Health & Safety Mock Trial
with Lighthouse*

Mental Health Awareness Sessions

In partnership with Tailored Learning Solutions, we're hosting Mental Health First Aid courses at our Wakefield office. These courses are designed to equip businesses with the tools needed to support mental health in the workplace.

The available dates for 2025 are:

- 23-24 April 2025
- 25-26 June 2025
- 24-25 September 2025

For more details or to book your place, visit the Tailored Learning Solutions website <https://www.tailoredlearningsolutions.co.uk/book-online?category=all-services> or contact Carol Gledhill at carolgledhill@chadlaw.co.uk.

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