

# MMD

## MONDAY MORNING DISPATCH

BY Chadwick Lawrence

In the podcast this week, Nils discusses immigration law in the care sector, and Sam discusses two discrimination cases in employment law. Daniel's video explores the technicalities of probationary periods. We also discuss a case involving sexual harassment towards a female employee who was asked probing questions into why she wanted to work. Take a look at our upcoming events and seminars, including our Mental Health Awareness Sessions, and don't miss our Health & Safety Mock Trial in May.



THE LEGAL ALTERNATIVE



THE MEDIA HUB



WHAT'S GOING ON



UPCOMING EVENTS

## THE LEGAL ALTERNATIVE PODCAST

### 2. Hiring Without Borders?

This week, Sam & Nils discuss significant updates in immigration law affecting care providers, recent discrimination cases in employment law, and the challenges surrounding maternity leave and commission rights. They explore the implications of these changes and share insights on facing legal challenges in the workplace.



SPOTIFY



YOUTUBE

Got a question for Sam & Nils? Please email [boxhr@chadlaw.co.uk](mailto:boxhr@chadlaw.co.uk).



## THE MEDIA HUB

### When is it going to end?

In this video, we discuss the wording of probationary periods and how flexibility can be achieved in relation to its successful completion. We also consider whether such a period can potentially last indefinitely, and what action an aggrieved employee can take if they remain under a probationary period for an excessive length of time.

## WHAT'S GOING ON

### Probing questions into why female employee wanted to work constituted sexual harassment

The Employment Tribunal has ruled that an employee who was asked 'why do you want to work' by her boss had been harassed on the grounds of her sex. The Judge ruled that her boss' questions were based on the 'outdated idea' that men were the 'main breadwinners' and were 'inherently sexist'.



Sexual harassment is defined as 'unwanted conduct' related to a person's sex which has the cause or the effect of violating a person's dignity or creating a humiliating or degrading environment for them. The Judge ruled that the conduct was unwanted as Ms Pereira, the Claimant, found the questions to be 'intrusive and inappropriate'. She ruled that the comments were directly tied to the Claimant's sex, as it was 'unlikely' that she would have been asked the same questions had she have been a man. She ruled that the conduct had the effect of creating a humiliating or hostile environment for the Claimant, as she had to "justify her need and desire for work". As such, Mrs Pereira's claim for sexual harassment was upheld.

Mrs Pereira, who worked for an antiques dealership in Windsor, also made claims for unpaid wages, wrongful dismissal, victimisation, unfair dismissal, race discrimination and sex discrimination. However, her claims for unfair dismissal, race discrimination and sex discrimination were not upheld.

Mrs Pereira's compensation for sex harassment, unpaid wages, wrongful dismissal and victimisation totalled £56,000.

## UPCOMING EVENTS

### Seminars & Events

We're excited to share our 2025 seminar and events line-up! Our **free events** are tailored to offer something for everyone – **register below** by clicking on the boxes:



**8 May, 8:15 AM – 11:15 AM |**  
**Headingley Stadium Leeds**  
*Health & Safety Mock Trial  
with Lighthouse*



**15 May, 8:30 AM – 10:00 AM |**  
**Headingley Stadium Leeds**  
*Creating a Culture of  
Equality, Diversity & Inclusion*

### Mental Health Awareness Sessions

We're partnering with **Tailored Learning Solutions** to offer two day, in person, accredited Mental Health First Aid courses at our **Wakefield office**.

Accredited by MHFA England® and the Royal Society for Public Health, MHFAiders will improve knowledge and develop skills to support someone who may be struggling and what to do with crisis support.

**23-24 June | 25-26 June | 24-25 September**

Details & booking: [Tailored Learning Solutions](#)  
For more information, email: [carolgleedhill@chadlaw.co.uk](mailto:carolgleedhill@chadlaw.co.uk)



## CONTACT US



**EMAIL**

boxhr@chadlaw.co.uk



**LINKEDIN**

[www.linkedin.com/company/employment-law-chadwick-lawrence-llp/](https://www.linkedin.com/company/employment-law-chadwick-lawrence-llp/)



**TWITTER**

@YorkshireLegal



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Our mailing address is:  
Chadwick Lawrence LLP Dock Street Leeds, West Yorkshire LS10 1LX United  
Kingdom