

MMD

MONDAY MORNING DISPATCH

BY Chadwick Lawrence

On the Legal Alternative this week, Sam & Nils discuss a recent Supreme Court ruling on sex, changes to immigration fees, and answer a question on neonatal care leave. Daniel's video gives an overview of pre-termination negotiations and how to handle settlement discussions. Furthermore, we advise on recruitment gossip and how HR should handle this. Take a look at our upcoming events and seminars, including our Mental Health Awareness Sessions, and register now for our seminar on Equality & Diversity this Thursday 15th May!



THE LEGAL ALTERNATIVE



THE MEDIA HUB



WHAT'S GOING ON



UPCOMING EVENTS

THE LEGAL ALTERNATIVE PODCAST

5. Supreme Court Ruling on Sex, Changes to Immigration Fees and More on Neonatal Leave

This week, Sam & Nils discuss a recent Supreme Court ruling on sex, changes in immigration fees and what this means for businesses, and answer a question relating to distinguishing between neonatal leave and maternity leave.



SPOTIFY



YOUTUBE

Got a question for Sam & Nils? Please email boxhr@chadlaw.co.uk.



THE MEDIA HUB

Are you breaking up with me? Settlement discussions part one

In this video, we give an overview of pre-termination negotiations under s.111A of the Employment Rights Act, which aims to allow the parties to hold confidential settlement discussions. We explore how discussions should be scheduled and what should be included.

WHAT'S GOING ON

Recruitment gossip: What should HR do when the rumours start?

Rumours can pop up during hiring processes, and when they do, HR teams can often find themselves stuck in the middle. Perhaps it's a vague comment about a candidate's past, something spotted on social media, or a whisper from someone who "knows someone." But how seriously should these things be taken and what's the right way to handle them professionally?



The Problem with Ignoring It

Even if a rumour seems harmless or baseless, brushing it aside isn't always the best move. If it turns out to be true and the person has been already hired, the consequences could be messy. Reputational damage, internal issues, or even legal problems could crop up. Worse, if someone claims that a serious warning sign was ignored, it could backfire badly.

Whilst not every piece of gossip deserves a full-blown investigation, it would not be wise to pretend it doesn't exist either.

Act Early, Act Smart

If a rumour pops up in the early stages of the process, that's actually a good thing. It gives HR a bit of breathing room to look into things without the pressure of an offer already being on the table.

This doesn't mean jumping to conclusions or calling up past employers just yet. Sometimes, a quick scan of a candidate's public digital footprint, like social media, can clear things up. It might show there's nothing to worry about, or it might flag something which needs to be looked into more.

The key? Be thorough, but stay discreet. And definitely don't go straight to references or share unconfirmed details which could open up a legal can of worms, especially if it turns out the rumour isn't true.

When It Comes Up Later in the Process

If something surfaces when a candidate is already close to getting the job, this is where it gets trickier. The candidate might already be speaking with the team, expecting an offer, and backing out now could raise eyebrows.

There is still a need to be cautious. If the rumour relates to something serious such as financial misconduct for a finance role, for example, this cannot be dealt with by simply crossing the fingers and hoping it goes away.

This is where HR needs to dig deeper and make sure they understand what's really going on before proceeding. It's also a good idea to seek advice from legal or compliance teams, especially if the risk feels high.

Talk to the Candidate—But Carefully

Sometimes, the simplest path is to just ask. If the candidate is far along in the process and you have built a bit of trust, raising the issue (respectfully and privately) can help clear the air.

This works best if you have already set the tone early in the hiring process by being transparent about your expectations, company values, and any "dealbreakers" tied to the role or industry. Giving candidates space to disclose something upfront can actually help prevent awkward moments later on.

Still, these conversations need to be handled with care. The last thing you want is for someone to feel ambushed or unfairly judged.

References—Use With Caution

If you've exhausted your options and still have concerns, a reference check may help. Tread carefully, as bringing up an unproven rumour to a former employer could land the business in hot water, especially if it is seen as damaging the candidate's reputation without evidence.

In short: referring these matters to a candidate's references should not be your first move. Use it only when necessary, and only if you're confident in your process.

Document Everything

Unfortunately there's no one-size-fits-all answer to handling recruitment rumours. Sometimes the gossip is baseless, sometimes they're valid. But either way, HR has to strike the right balance between protecting the company and treating candidates fairly.

The best approach? Stay alert, act quickly, document everything, and remember that rumours are tricky—but they don't have to derail your hiring process if you handle them with care and common sense.

Final Thoughts: Balance Is Everything

Unfortunately there's no one-size-fits-all answer to handling recruitment rumours. Sometimes the gossip is baseless, sometimes they're valid. But either way, HR has to strike the right balance between protecting the company and treating candidates fairly.

The best approach? Stay alert, act quickly, document everything, and remember that rumours are tricky—but they don't have to derail your hiring process if you handle them with care and common sense.

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:



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



5 June, 4:00 PM – 6:00 PM |
Sedulo Leeds Office
*Commercial Connections –
Summer Networking Event*

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.

25-26 June | 24-25 September

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



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