

22 SEPTEMBER 2025



Monday Morning Dispatch

YOUR WEEKLY EMPLOYMENT LAW NEWSLETTER FROM CHADWICK LAWRENCE

Coming
up this
week...

- Sam shares an update on a recent case where a bar manager, told she looked “very Aryan,” was awarded £18,000 for racial discrimination at tribunal.
- Daniel discusses enhanced maternity pay schemes.
- In the news, we take a look at rising legal claims over pro-Palestinian expression and what employers need to know.
- Don’t miss our ‘Managing Sickness Absence’ seminar this Thursday 25th September! Details below.

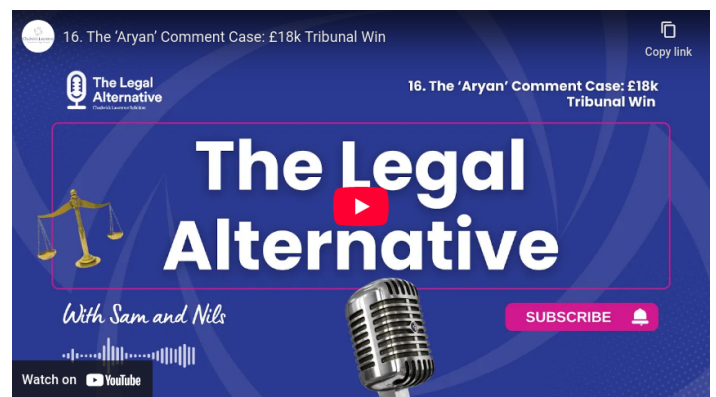
The Legal Alternative Podcast



16. The ‘Aryan’ Comment Case: £18k Tribunal Win

In this episode, Sam shares an update on a recent employment tribunal case involving workplace discrimination. The case centred on an employee who brought a race discrimination claim after offensive ‘Aryan’ comments were made and was later dismissed in a discriminatory manner. Sam unpacks the case details, the tribunal’s findings, and the key lessons for employers in managing discrimination risks.

🌐 16. The ‘Aryan’ Comment Case: £18k Tribunal Win



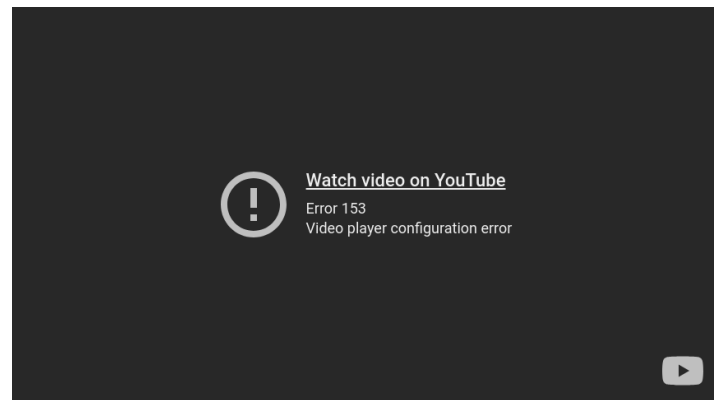
The Media Hub



Enhanced maternity pay schemes - what to consider

In this video, we discuss the growing inclusion of enhanced maternity pay as a fringe benefit within businesses, and focus on how this works in practice. We cover important drafting points such as qualifying service, requalifying for the right and requiring repayment in the event of an employee's early exit from the employer.

🌐 Enhanced maternity pay schemes - what to consider



In the News



Rising Legal Claims Over Pro-Palestinian Expression in the NHS: What Employers and Employees Need to Know



Case 1:

Dr Tamara Ali, a trainee GP, has filed a legal claim against NHS Education for Scotland (NES) after being told to stop displaying a Palestinian flag at work. Dr Ali wore a small Palestinian flag pin badge and placed a flag in her consulting room. In March 2025, following an anonymous patient complaint linking the flag to “terrorism,” she was asked to remove it. Dr Ali was then confronted by four senior doctors, who allegedly compared the Palestinian flag to Nazi and MAGA extremist symbols and warned her that escalating the issue could impact her training and fitness to practise. Dr Ali describes feeling isolated and punished for her beliefs.

She is represented by Rahman Lowe Solicitors, who previously won a high-profile discrimination case for Professor David Miller, who was dismissed for his belief that Zionism is “inherently racist”.

Dr Ali’s claim alleges discrimination and harassment based on race, religion, and belief, as well as suppression of freedom of expression under the Equality Act 2010 and the European Convention on Human Rights.

Case 2:

Fatimah Mohamied, a midwife, is bringing a tribunal claim against Chelsea and Westminster Hospital NHS Foundation Trust (CWHT) after being referred to the Nursing and Midwifery Council (NMC) and the anti-terrorism body Prevent.

The referrals followed social media posts in which Mohamied voiced support for Palestinians in Gaza. She declined to remove the posts and subsequently left the Trust in March 2024.

In March 2025, she learned of the referrals, both of which were dismissed, but she reports suffering “severe distress and alarm.”

Mohamied, supported by Leigh Day solicitors, claims the referrals breached her rights under the Equality Act and constituted post-employment harassment. Her legal team argues the response was disproportionate to her lawful expression of belief.

Case 3:

In June, three NHS workers launched legal action against Barts Health NHS Trust over a new dress code policy introduced in March 2025. The policy led to one employee being told to remove a watermelon background image- a symbol often associated with Palestinian solidarity.

The claimants argue that the policy is being applied in a way that disproportionately affects staff wishing to express pro-Palestinian views, particularly in the context of the ongoing conflict in Gaza.

Key Takeaways and Workplace Considerations:

1: Protected Beliefs and Freedom of Expression

- These cases highlight the legal protections for religious and philosophical beliefs under the Equality Act 2010 and the European Convention on Human Rights.

- Peaceful expression of such beliefs, including symbols like flags or social media posts, may be protected.

2: Discrimination and Harassment Risks

- Employers must tread carefully when responding to complaints about staff expressing political or religious beliefs.
- Heavy-handed or disproportionate responses, such as public confrontations, threats to career progression, may lead to claims of discrimination, harassment and victimisation.

3: Policy Clarity and Consistency

- Dress code and social media policies should be clear, consistently applied and reviewed regularly to ensure they do not disproportionately impact certain groups or beliefs.
- Employers should provide guidance and training to managers on handling sensitive issues around belief and expression.

As these cases progress, they are likely to set important precedents for how belief, expression and workplace policies interact with one another. This makes it essential for all organisations to stay informed and prepared.

Upcoming Events



Seminars & Events Autumn/Winter 2025

Your Practical Guide to Managing a Sickness Absence



TIME

8:30 AM – 10:30 AM

LOCATION

Chadwick Lawrence Wakefield Office, WFI 2DF



🌐 Your Practical Guide to Managing a Sickness Absence

Employment Law and Recruitment Market Update *with Hays*



TIME

8:30 AM – 10:00 AM

LOCATION

Chadwick Lawrence Wakefield Office, WFI 2DF



🌐 Employment Law & Recruitment Market Update with Hays

Mock Tribunal Event: Disability Discrimination & Flexible Working



TIME

8:30 AM – 12:00 PM

LOCATION

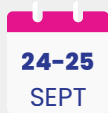
Weetwood Hall Estate, Leeds, LS16 5PS



🌐 Mock Tribunal Event

Mental Health Awareness Sessions

Mental Health Training



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 struggling and what to do with crisis support.



🌐 Book Online | Tailored Learning Solutions

Contact Us



For questions, feedback, article ideas, or story contributions, email boxhr@chadlaw.co.uk and we'll be in touch.

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