

15 DECEMBER 2025

**MMD**  
MONDAY MORNING DISPATCH  
BY Chadwick Lawrence

# Monday Morning Dispatch

YOUR WEEKLY EMPLOYMENT LAW NEWSLETTER FROM CHADWICK LAWRENCE LLP

## Coming up this week:

From everyone in the Employment Team at Chadwick Lawrence, we'd like to wish you all a Merry Christmas. A big thank you to our clients and readers for your continued support this year. We hope you have a wonderful Christmas break and a Happy New Year!

## The Media Hub



### Reasonable adjustments part four - pay protection

In this final video in the series, we apply the guidance on reasonable adjustments to an employee who has been absent with mental health concerns being reintegrated temporarily into a more junior role. We apply the EHRC factors to be taken into account in determining the reasonableness of a request to maintain a higher level of salary indefinitely.



[Reasonable adjustments part four - pay protection](#)

## In the News



### Managing conflicting Annual Leave Requests Over Christmas and New Year



The festive season is a time for celebration with most workplaces hosting a Christmas party for employees to celebrate the end of the year as well as the festive season. While these events are important for boosting team morale and to get colleagues socialising – they are legally considered an extension of the workplace even if held off site and outside of working hours and therefore employers' duties still apply. A recent People Management article stated that since 2017, 322 tribunal claims referenced incidents at Christmas parties, representing an average of 40 cases every festive season. Here's how to manage that risk and prepare effectively.

### **What law covers Vicarious Liability**

Since October 2024 the Worker Protection (Amendment of Equality Act 2010) Act 2023 has raised the level of liability employers. Employers now have a positive duty to take reasonable steps to prevent sexual harassment, not just respond after the fact. Failure to do so can result in compensation from successful tribunal claims being subject to a 25% uplift as well as significant reputational damage.

### **Key risks to consider**

1. Alcohol related incidents: excessive drinking can often lead to inappropriate behaviour and comments as well as unprofessional decisions.
2. Harassment and discrimination: festive settings do not remove the obligations presented under the Equality Act 2010 and any unwanted advances or offensive jokes can lead to a claim. For example, if the Company has a Secret Santa a good way to manage this would be to inform all staff that gifts should be inoffensive.
3. Safety concerns: Slips, trips and fall increase with excessive decoration, poor weather and increase further when people drink alcohol.
4. Social media fallout: Posts online from the party can result in reputational damage or potentially breach confidentiality.
5. Inclusivity: Avoid making attendance feel compulsory and centring the event around one religion as well as having only alcohol-based games.

### **How Employers should manage the risk posed**

Employers should ensure that they are conducting a risk assessment prior to the event including any sexual harassment prevention measures and reviewing the safety and accessibility of the venue. Employers should also ensure that all policies and training are up to date and ensure that employees know how to report any concerns in the event that they need to. Finally, its important employers set expectations prior to the event starting, ensure staff are reminded that workplace rules apply and attendance is voluntary.

Upcoming Seminars & Events



## Sign Up to Future Events

Our 2026 Employment Law Seminars & Events Programme will be released shortly.

Keep an eye on our website:

[www.chadwicklawrence.co.uk/seminars/business-services-seminars/](https://www.chadwicklawrence.co.uk/seminars/business-services-seminars/)



## Contact Us



For questions, feedback, article ideas, or story contributions, email [boxhr@chadlaw.co.uk](mailto:boxhr@chadlaw.co.uk) and we'll be in touch.

[Connect with us on LinkedIn](#)