

19 JANUARY 2026



Monday Morning Dispatch

YOUR WEEKLY EMPLOYMENT LAW NEWSLETTER FROM CHADWICK LAWRENCE LLP

Coming up this week...

Happy New Year from the Employment Team at Chadwick Lawrence! Welcome back to the first edition of the MMD for 2026. In this edition, we recap the key Employment Rights Act changes due to come into effect in April 2026. Daniel also takes a closer look at the upcoming changes affecting trade unions in his video.

The Media Hub



Trade Union Changes - Part 2 of 3

In this video, we discuss the right of a trade union to request access to a workplace on one or more occasion. We consider how the requests will be made, the employer's response and the permitted purposes of requesting access.



In the News



Google Employee Made Redundant After Reporting Sexual Harassment: What Employers Should Take from This



Over recent years there has been a significant shift in both legal and cultural expectations placed on employers to prevent sexual harassment in the workplace. In October 2024, the Worker Protection (Amendment of Equality Act 2010) Act 2023 came into effect which placed a new legal duty on employers to take reasonable steps to prevent sexual harassment. However, under the new Employment Rights Act 2025, from October 2026 employers will have a legal obligation to take all reasonable steps.

This blog will explore a recent employment tribunal case which illustrates how sexual harassment can be an issue in the workplace and how employers can take the necessary steps to prevent it.

The facts of the case

A senior Google UK employee, Victoria Woodall (the Claimant), is currently pursuing a claim at the London Central Employment Tribunal, alleging she was made redundant after she blew the whistle for reporting sexual misconduct by her manager.

In August 2022, the Claimant was contacted by a female client explaining that a manager had made inappropriate sexual comments at a business lunch, including boasting about sexual relationships and leading a “swinger” lifestyle. During the lunch, the manager had explained that he and his wife were “swingers” and how they had sexual encounters with random people that they met. The client described how the conversation was unprompted and happened in front of his line manager who did nothing to stop him, describing their behaviour as “disgusting”.

Google then conducted an investigation where they found that the manager had also made inappropriate comments to females as well as inappropriately touching female colleagues. The manager denied the allegations but was later sacked for gross misconduct.

In the following months the Claimant was subject to a detrimental change in client account which left her vulnerable to redundancy. She was then further demoted to a subordinate role, and her boss tried to downgrade her further. In 2023 the Claimant took her concerns about a boys’ club culture as well as the retaliation she was facing following her report. In March 2024 the Claimant was made redundant. Google has accepted that the Claimants report of the manager was an act of whistleblowing but has denied all allegations that the redundancy was an act of retaliation.

What can employers take from this case?

This case is a good illustration of how “locker room” talk between employees can lead to serious consequences, not just for the employee in question but also for the Company as result of reputational damage as well as internal mistrust. Employers going forward should have a zero tolerance stance on any form of conduct or conversation of a sexual nature and should take all reasonable steps to ensure that they are preventing sexual harassment.

If you would like any support as to how to implement these changes into the workplace, especially given the changes coming into place in 2026, please don’t hesitate to get in contact with the Employment team at Chadwick Lawrence.

Read more about the case: <https://www.bbc.co.uk/news/articles/c62v51d1ry2o>

Upcoming Seminars & Events



We're pleased to announce the return of our Employment Law Seminars & Events Programme for 2026!
For more information and to register, please click below:

Managing Poor Performance



TIME

8:30 AM - 10:00 AM

LOCATION

Chadwick Lawrence Wakefield Office, WF1 2DF



Managing Flexible Working Requests - Legal & Practical



TIME

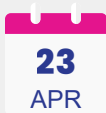
8:30 AM - 10:00 AM

LOCATION

Chadwick Lawrence Huddersfield Office, HD1 1JS



Employment Law & Salary Guide Update *with Hays*



TIME

8:30 AM - 10:00 AM

LOCATION

Hays Leeds Office, LS1 8EQ



Mental Health Awareness Sessions

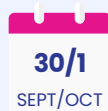
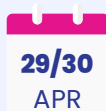


We're partnering with Tailored Learning Solutions to offer two day, in person, accredited Mental Health First Aid courses at our Wakefield office.

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.



MHFA 2 day (all day events) - £300 +VAT pp.



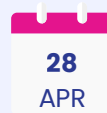
(Includes 3 year membership to the Associate for MFAiders, 3 years access to the MHFA Support App, Immediate wellbeing support via SHOUT charity, Quarterly Webinars and optional Level 3 OfQual Examination accredited with the Royal Society for Public Health)



MHFA Refresher - £125 +VAT pp.

9:30 AM - 13:30 PM (Includes same benefits as above)

Managing Neurodiversity in the Workplace - for Managers (CPD Certified 8hrs) - £250



1 Hour
(9:30 AM)



1 Day
Workshop

Both sessions need to be attended for the full CPD hours manager course, but the awareness can be attended as a stand alone event without the managers day (hope that makes sense). If you have learners just waiting the webinar this will be £50 pp. 1 hour CPD certificate but no access to benefits.

(Learners that attend both the webinar and managers course can access a free learning portal with additional resources for 3 years with new information being frequently, review slides, notes and videos at any time).

More info on MHFA and ND courses can be found here:

<https://www.tailoredlearningsolutions.co.uk/mental-health-first-aid>

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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