

26 JANUARY 2026



Monday Morning Dispatch

YOUR WEEKLY EMPLOYMENT LAW NEWSLETTER FROM CHADWICK LAWRENCE LLP

Coming up this week...

- Sam & Nils are back with The Legal Alternative, discussing the UK's dropped digital ID scheme for work and a recent case where an employee succeeded in a disability claim despite misgendering.
- Daniel concludes his series on trade union changes, focusing on access agreements under the Employment Rights Act.
- In the news, a UK Supreme Court hearing has been secured later this year in a bid to resolve conflicting case law on whistleblowing.
- Register for our Employment Law 2026 seminars & events below!

The Legal Alternative Podcast



24. Digital ID Scheme to Work in UK Dropped and Employee Wins Disability Claim Despite Misgendering

Welcome back to the first episode of The Legal Alternative in 2026! Sam & Nils debate the government's decision to drop the mandatory digital ID scheme to work in the UK. They also discuss a case involving misgendering and disability discrimination, highlighting the challenges of competing characteristics.



The Media Hub



Trade Union Changes - Part 3 of 3

In this final part of the series, we continue our discussion on access agreements for trade unions under the Employment Rights Act. At this point, we focus on the process adopted where the parties do not agree on access, and enforcement options open to a union if an employer fails to comply with access arrangements.



In the News



Supreme Court to Clarify Whistleblowing Dismissal Claims



A UK Supreme Court hearing has been secured later this year in a bid to resolve conflicting case law on whistleblowing and clarify the scope of 'detriment of dismissal'.

The appeal, backed by HR and employment specialist Peninsula and brought by UK-based toy firm Wicked Vision, seeks to address what the Court of Appeal has described as a 'conflicting and unsatisfactory' area of employment law. Peninsula has said that the outcome should provide employers with much-needed clarity on worker rights and protections in whistleblowing cases.

The key issue is whether an employee who alleges dismissal for making a protected disclosure can pursue both:

- An automatic unfair dismissal claim under section 103A of the Employment Rights Act 1996; and
- A detriment claim under section 47B, where the detriment relied upon is the dismissal itself.

Existing case law has allowed claimants to pursue both routes, meaning dismissal can be framed as a detriment caused by a co-worker (typically a director or owner), with the employer held vicariously liable. This has resulted in lower thresholds for liability and the potential for higher awards, including injury to feelings.

If the appeal succeeds, the Supreme Court may:

- Confirm that claimants must show whistleblowing was the principal reason for dismissal, rather than merely a material influence; and
- Prevent injury to feelings awards where the detriment complained of is the dismissal itself.

The case arises from the dismissal of Mr Rice, former Head of UK Sales at Wicked Vision, after he raised concerns about internal practices relating to the Covid furlough scheme. His claim was subsequently amended to argue that the dismissal itself amounted to a whistleblowing detriment inflicted by a co-worker.

The Supreme Court is expected to list the hearing for late 2026, with a panel of five or seven justices. The decision is likely to have significant implications for how whistleblowing dismissal claims are framed and defended, and should provide greater certainty for employers.

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:

Understanding Accessibility Passports in the Workplace *with Hays & Yorkshire Building Society*



TIME
8:30 AM - 10:30 AM

LOCATION
Yorkshire Building Society Leeds Office, LS1 8EQ



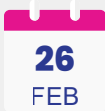
Lawyers in the Scrum: Behind the Scenes of Law in Rugby League *with Halifax Panthers*



TIME
9:30 AM - 11:00 AM
LOCATION
The Shay Stadium, HX1 2YS



Managing Poor Performance



TIME
8:30 AM - 10:00 AM
LOCATION
Chadwick Lawrence Wakefield Office, WF1 2DF



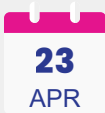
Managing Flexible Working Requests - Legal & Practical



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 struggling and what to do with crisis support.



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

29/30
APR

1/2
JUL

30/1
SEPT/OCT

(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)

30
JUNE

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

28
APR

1 Hour
(9:30 AM)

1
MAY

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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