

Monday Morning Dispatch

YOUR WEEKLY EMPLOYMENT LAW NEWSLETTER FROM CHADWICK LAWRENCE LLP

Coming up this week...

- Sam and Nils discuss a Disability Discrimination case which resulted in a large payout for the claimant after an unfair dismissal.
- This weeks article addresses changing attitudes around flexible working in the workplace.
- Tickets are available for our next Flexible Working Seminar taking place on the 18th of June over at our new Darlington Office!

The Legal Alternative Podcast



36. Employment Rights Act Updated Tribunal Statistics

This week on the Legal Alternative, Sam and Nils dive into a recent employment tribunal case where a major dismissal backfired, resulting in a £329,000 compensation award. The episode highlights the importance of following proper procedures and the risks of dismissing staff based on incomplete evidence.



In the News



Flexible Working: From Benefit to Expectation



Since COVID 19 flexible working has undergone a significant transformation with many Companies recognising that roles can be performed effectively from home. Where flexible working was once considered an employee benefit, it has now become a central feature of modern employment, driven both by legislative reform and changing workforce expectations.

The Employment Relations (Flexible Working) Act 2023 marked an important step in strengthening employees' procedural rights giving employees across the UK the legal right to request flexible working arrangements from their very first day of employment. A new requirement was also placed on employers to consult with the employee before rejecting their flexible working request.

This clear shift in perspective on flexible working has been seen with Companies being more accepting of flexible working requests as well as remote working. More than a quarter of working adults in Great Britain work in a hybrid fashion, splitting their time between the office and another location. It was also reported that for the first time since 2019 the number of employment tribunals that cited remote working fell compared to the previous year.

The Employment Rights Act (ERA) looks to strengthen the obligations on employers. While it does not introduce an absolute right to flexible working, it significantly strengthens the obligations on employers when handling requests. From 2027 employers are expected to strengthen the obligations on employers when handling request:

Introduction of a 'reasonableness' test

Under the forthcoming framework (expected to take effect from 2027), employers will:

- Be required to demonstrate that any refusal of a flexible working request is reasonable
- Provide a clear written explanation linking the refusal to one or more statutory grounds and justifying why the decision is reasonable.

This marks a notable shift from the current position, where the focus is largely on procedural compliance rather than the substantive merits of the decision.

Increased evidential burden on employers

The practical implication is that:

- Employers will need evidence-based reasoning, rather than relying on generic or blanket justifications
- Standardised refusals or assumptions (for example, around productivity or team cohesion) will become increasingly difficult to defend.

In effect, the legislation moves the framework closer to a model where flexible working is the expected starting point, subject to demonstrable business constraints.

Reinforcing flexibility as part of normal workforce planning

The Act also reflects a broader policy direction:

- Flexible working is intended to become a “genuine default” where feasible
- Employers are expected to actively explore alternatives and solutions, rather than simply rejecting proposals.

This aligns the statutory framework with existing workplace trends, where hybrid and flexible arrangements are already widespread.

If you have any further questions as to how your Company can prepare for the upcoming changes please don't hesitate to get in contact with us at Chadwick Lawrence.

Upcoming Seminars & Events



We are thrilled to announce Chadwick Lawrence are expanding into the Northeast! As part of our launch, we will be hosting seminars in our Darlington office.

For more information and to register, please click below:

NEW

Managing Flexible Working Requests - Legal & Practical

18
JUN

TIME

8:30 AM - 10:00 AM

LOCATION

Chadwick Lawrence Darlington Office, DL1 1GL



DARLINGTON

We are pleased to be hosting our annual charity golf day again this year! To register your team, email emilyshepherd@chadlaw.co.uk.



Chadwick Lawrence
Yorkshire's Legal People



CHADWICK LAWRENCE LLP

Charity Golf Day

100% of funds raised will be donated to
Yorkshire Air Ambulance

**Friday 10th July
2026**

11:30 AM - 8:00 PM



Wakefield Golf Club
28 Woodthorpe Ln, WF2 6JH

Standard Team £400

Cost of entering a standard team
of 4 is £400 which includes:

- ☒ 1 Four ball
- ☒ Lunch
- ☒ Evening meal
- ☒ Raffle & prizes

www.chadwicklawrence.co.uk



Prizes to be won:

- ☒ Beat the Pro
- ☒ Nearest the Pin
- ☒ Straightest Drive Nearest the Line

Reserve your place via email:

elliejones@chadlaw.co.uk

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.

29/30 APR	1/2 JUL	30/1 SEPT/OCT
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(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)

 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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