

# Employment and Immigration Update



January 2024

Employment and Immigration newsletter

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## Introduction

Welcome to our first edition of 2024, which promises to be a very busy year with lots of legislative changes rapidly approaching. In case you missed it in December, an updated version of our [‘Top 10 for 2024’](#) article is now available, summarising the key changes and priorities for HR in the next 12 months and beyond.

We also have some interesting cases to report, including an important decision from the Scottish Court of Session on whether it is possible to [settle future discrimination claims](#), of which the employee was not aware at the time of signing a settlement agreement.

[Maddie Taylor](#) reviews a recent EAT decision on the tricky subject of when an employee [resigns in the ‘heat of the moment’](#), and whether the employer can rely on the resignation as operating to terminate employment.

[Olivia Toulson](#) considers the implications of a [recent employment tribunal decision](#), in which an employee’s request to work remotely was rejected by her employer. Will this assist employers in turning down such requests in the future?

On the topic of diversity and inclusion, we look at [navigating neurodiversity and social mobility](#) in the workplace, together with some [practical strategies](#) for employers to consider.

In our [immigration update](#) this month, [Sacha Wooldridge](#) provides an overview of immigration law updates that may apply to you and your business.

If you have not already done so, please sign up for our next Early Bird webinar, taking place on 29 February, which will look at some of the 'trip hazards' for employers when conducting a fair redundancy dismissal as well as a roundup of key employment law developments. Book your free place [here](#).

We are also holding a Mock Employment Tribunal in Newmarket on 7 March 2024, which will provide a unique insight for managers and HR teams on what happens on the day. The Birketts Employment Team will be joined by barristers from 3 Paper Buildings chambers and a real employment judge. For more details and to reserve your place, click [here](#).



**[Liz Stevens](#)**  
Professional Support Lawyer  
T: 01603 756474  
E: [liz-stevens@birketts.co.uk](mailto:liz-stevens@birketts.co.uk)

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## Featured articles



### Top ten HR considerations for 2024

[Liz Stevens](#) looks at the top ten things for HR professionals to consider in 2024.

[Read more →](#)

## Heat of the moment resignations – where are we now?

[Maddie Taylor](#) discusses how you should deal with employees who resign in the 'heat of the moment' following a recent EAT decision.

[Read more →](#)



## Navigating neurodiversity and social mobility in the workplace

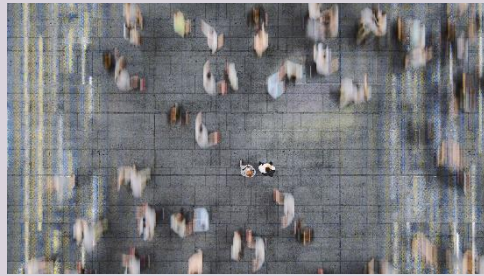
[Josephine Branson](#), [Charlotte Sloan](#) and [Sarah Bull](#) discuss how the law interacts and intervenes to create workplace inclusion for neurodiverse employees and to promote social mobility.

[Read more →](#)

## Neurodiversity and social mobility: strategies for employers

[Josephine Branson](#), [Charlotte Sloan](#) and [Sarah Bull](#) share some practical strategies for ED&I that employers can implement beyond the legal requirements.

[Read more →](#)





### Settling future claims

[Liz Stevens](#) examines a case where the Scottish Court of Session considered the important question of whether a settlement agreement can be used to settle a future (unknown) claim under the Equality Act 2010.

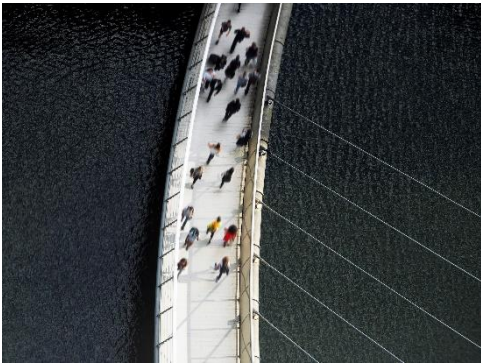
[Read more →](#)

### Dealing with remote working requests

[Olivia Toulson](#) discusses a recent decision, where an employment tribunal has dismissed a claim based on the claimant's request to have the right to work entirely from home.



[Read more →](#)



### Immigration update – January

[Sacha Wooldridge](#) provides a round-up of important immigration updates for employers.

[Read more →](#)

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## Events

### Early Bird webinar - redundancy trip hazards (and how to avoid them)

In our next Early Bird webinar, we will highlight some of the tricky areas to navigate during a redundancy exercise and provide practical guidance on how to avoid getting tripped up.



[Register here](#) →



### Mock employment tribunal

Members of the Birketts team, barristers from 3 Paper Building chambers and a real employment judge will be providing insights on how a claim for constructive dismissal, sex discrimination, harassment and victimisation would be handled by a tribunal.

[Register here](#) →