

Employment and Immigration Update



December 2024

As the year draws to a close, it's fair to say that 2024 has been a big year for employment law, and 2025 is set to continue that trend.

This month we take a look back at some of the [key employment decisions of 2024](#), ranging from Supreme Court decisions on industrial action to EAT decisions about sex-related harassment.

Looking ahead to 2025 and the likely passing of the Employment Rights Bill into law, keep up to speed with developments with our [Employment Rights Bill hub](#), which now includes our useful [summary table](#) of the Bill.

We also report two recent decisions in this month's newsletter: an [important decision from the Court of Appeal](#) on employers' redundancy consultation obligations in relation to small-scale redundancy exercises, and an interesting case from the EAT considering whether or not [comments about an employee's accent](#) could be related to race and form the basis for an unlawful harassment claim.

In our [immigration update](#) this month, [Sacha Wooldridge](#) provides an update for employers on the 'eVisa' roll out and how to stay compliant with Right to Work checks, as well as the latest Home Office compliance measures and other important immigration developments.

We are delighted to announce that once again, we are sponsoring the Best Employers Eastern Region programme, in conjunction with Pure Resourcing Solutions and eras consultancy. For more information and to register, head to the [Best Employers website](#) and look out for further details and special events throughout next year.

Wishing all of our subscribers a very happy Christmas and a successful year ahead.



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Employment Rights Bill

We have created a new [Employment Rights Bill hub](#) where you can view our latest commentary, guidance and updates relating to the Bill.

Along with our selection of articles, we have recently added an [Employment Rights Bill summary table](#), providing an overview of the proposed changes, level and frequency of impact, date of change and the actions you will need to take.



[Read more →](#)

Featured articles

Top 10 employment cases of 2024

As the year draws to an end, we take a look back at some of the key employment cases that featured in 2024.

[Read more →](#)



Consultation obligations for small-scale redundancies

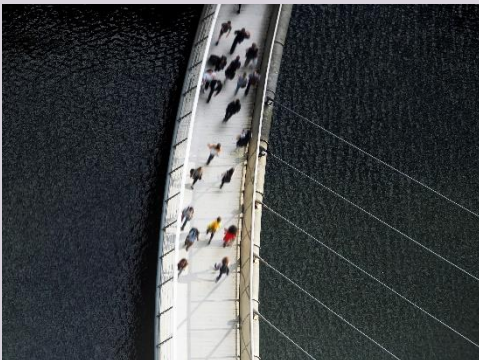
The Court of Appeal has considered whether a non-unionised employer should conduct a general workforce consultation in relation to small-scale redundancies involving fewer than 20 employees.

[Read more →](#)

Can comments about an employee's accent amount to harassment?

[Alex Elliott](#) reports an EAT decision about whether comments about an employee's accent could be 'related to' race and form the basis for a harassment claim.

[Read more →](#)



Immigration update - December

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

[Read more →](#)

Best Employers Eastern Region

We are proud sponsors of Best Employers Eastern Region. The 2025 programme has now launched and registrations are open.



[Read more →](#)

Events

Director Training (High Performance Boards)

Join us for a dynamic and interactive in-person training series focused on enhancing your leadership and directorial skills to enable you to create high-performance boards. For more information, please contact [Sam Greenhalgh](#).



People Leaders Lab - Cambridge 13 February 2025

This interactive workshop will offer valuable insights into recognising and managing thinking traps, understanding the impact of stress on performance, and exploring resilience as a tool for personal growth.

[Sign up here →](#)