

Employment and Immigration Update



April 2025

This month saw the Supreme Court handing down an important, and controversial, decision on the interpretation of the Equality Act 2010 which has been hitting the headlines. The implications of this decision for employers will become clearer over the next few weeks, but in the meantime see our [summary of the Court's decision](#) and the EHRC interim guidance.

In addition, we examine implications of the latest rise in the [National Living Wage](#), particularly for care sector employers. We also look at a [recent EAT decision](#) on costs awards in the employment tribunals, perfectly illustrating how difficult it is to successfully argue for costs to be awarded against a claimant.

The Government has published a new '[call for evidence](#)' which gives us a further indication of what is likely to be included in the forthcoming Equality (Race and Disability) Bill – a reminder that there is even more on the legislative agenda on top of the Employment Rights Bill.

Our [immigration update](#) this month includes the Home Office crackdown on illegal working in the gig economy, updated guidance on clawback of immigration fees from employees, and the rollout of the ETA scheme.

We are looking forward to hosting our forthcoming Early Bird seminars, which will provide an update on key recent developments and look in more detail at the tricky issue of

inappropriate posts on social media by employees. We only have a few places remaining. See our [events page](#) for more details and to sign up for your free place.



Liz Stevens
Professional Support Lawyer
T: 01603 756474
E: liz-stevens@birketts.co.uk

Featured articles

Further equality reforms in the pipeline

Following the recent publication of a consultation on proposals for the introduction of mandatory ethnicity and disability pay gap reporting, the Government has now issued a 'call for evidence' on its wider plans for reform of equality legislation.



[Read more →](#)



Biological definition of 'sex' in the Equality Act 2010

The Supreme Court decision in *For Women Scotland Ltd v The Scottish Ministers* [2025] UKSC 16 has important implications for employers in complying with their obligations under the Equality Act 2010.

[Read more →](#)

£20,000 costs award overturned

In this recent case, the employment appeal tribunal (EAT) overturned a £20,000 costs order made against a claimant following an unsuccessful race discrimination claim.

[Read more →](#)



Over half of care workers are being paid below the National Living Wage

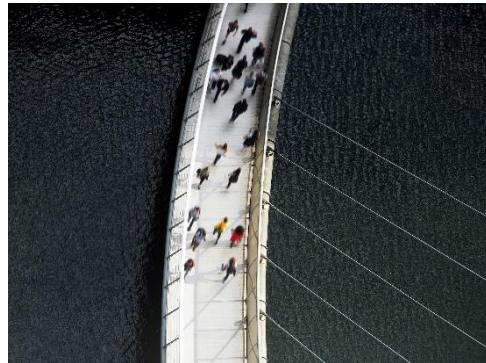
Care England has recently issued an urgent call to action regarding the financial challenges facing the adult social care sector.

[Read more →](#)

Immigration update - April

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

[Read more →](#)





Reaching the 250 employee milestone: what happens next?

In this People Management article [Charlotte Sloan](#) outlines the employer duties that are triggered when an organisation reaches 250 employees.

[Read more →](#)

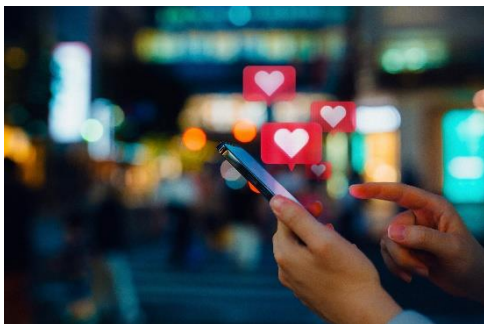
Best Employers Eastern Region

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



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Events



Employment Early Bird: social media showdown – when employee posts cross the line

We still have tickets available for our Early Bird events happening in Horsham, Chelmsford and Great Yarmouth.

[Sign up now →](#)

**Managing Mental Health “Critical and compassionate conversations”
Norwich - 4 June**

Tom Oxley (Bamboo Mental Health) and Jonny Shevlane (Birketts) will lead the group through a detailed case study to move through key touch points in the employment relationship



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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](#).