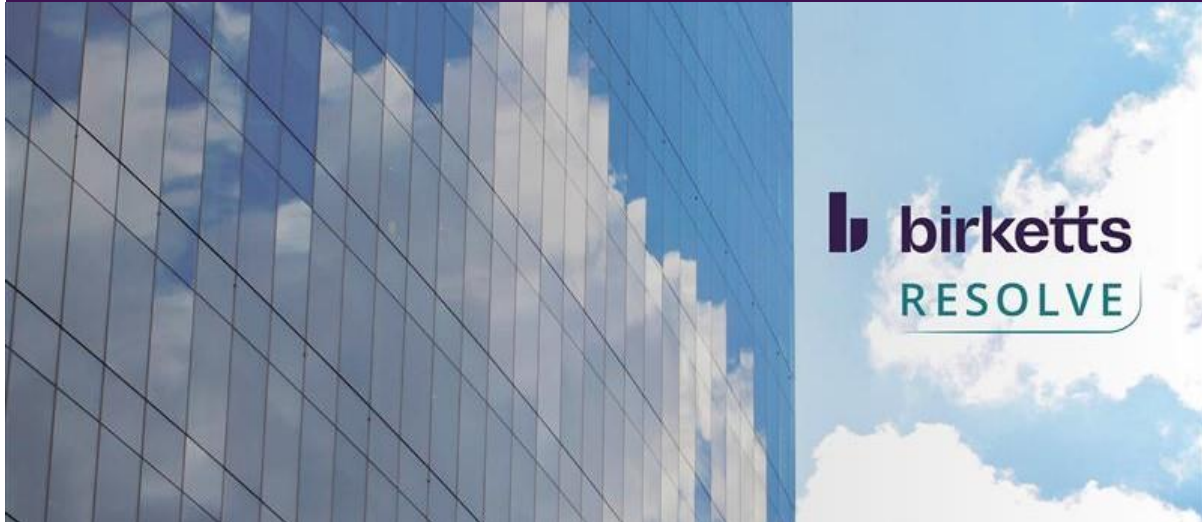


Employment and Immigration Update



June 2025

The Birketts Employment Team is delighted to announce the launch of [Resolve](#), which brings together our specialists in workplace investigations, mediation and HR consultancy with the aim of effectively managing and resolving workplace challenges.

We recognise that the increasing complexity of workplace disputes and the significant disruption caused to employers and their people management teams means that innovative and practical solutions are required. Resolve is designed to help our clients address challenges more effectively, reduce risk and foster a positive working environment. Contact a member of our [Resolve](#) Team to discuss how they can be of assistance.

In this month's newsletter we review a [recent EAT decision](#), which provides a useful reminder of the duty for employers to seek alternative employment for employees at risk of redundancy. We also look at the implications of a decision on the employer's [duty to make reasonable adjustments](#) for disabled employees, and [Rebecca Hughes](#) reflects on the growing trend for [whistleblowing claims](#) and how employers can mitigate against the risk.

In our [immigration update](#) this month we outline key changes, including clarification on ETA requirements for dual nationals, new criteria for pre-settled status holders to

qualify for settled status, and the invalidation of expired Biometric Residence Permits and Cards for travel.

We have new cohorts starting our popular Employment Law Essentials for HR Professionals modular course in September (Ipswich) and October (Norwich). For more information and to register your interest click [here](#) or contact [Sam Greenhalgh](#) for a no-obligation chat about what the course involves and how it will benefit you.



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News highlights

Birketts launches Resolve, a complete workplace resolution resource



[Resolve](#) is a specialist resource designed to effectively manage and resolve workplace challenges and brings together Birketts' experts in the areas of workplace investigations, mediation and HR consultancy.

[Mat Newnham](#), Head of our [Employment Team](#) at Birketts, said: *"We have developed Resolve in direct response to client feedback. Our clients – across all sectors – are experiencing a sharp rise in the number and complexity of employee relations issues requiring resolution."*

"Employee relations issues can be disruptive to employers and take their toll on the time and resources of HR and management teams. That disruption will most likely be

exacerbated by the forthcoming introduction of day one rights as set out in the Employment Rights Bill.

“Birketts’ Resolve brings together highly experienced lawyers and HR professionals who can provide expert and trusted assistance to clients in respect of any form of employee relations issue, including workplace investigations, mediation and HR support and guidance.

“With Resolve, we can offer clients an agile, wraparound solution to their workplace challenges. We can carry out investigations and mediations, as well as provide support through HR consultancy.”

[Read more →](#)

Featured articles



Will an adjustment be successful?

The Employment Appeal Tribunal (EAT) has considered whether an employer had failed to make reasonable adjustments for a disabled employee when it refused to supply him with a certain type of facemask during the COVID-19 pandemic.

[Read more →](#)

Whistleblowing: a growing trend?

At Birketts we are increasingly observing that a large number of employment tribunal claims include allegations of whistleblowing. In many cases, whistleblowing is either the central issue (particularly for employees with less than two years' service) or a key component of the claim.



[Read more →](#)



Redundancy: seeking alternative employment

A recent Employment Appeal Tribunal (EAT) decision serves as a timely reminder of the proactive steps employers must take in seeking alternative employment for employees at risk of redundancy.

[Read more →](#)

The hidden costs of free riding lessons: employment law considerations

For many equestrian enthusiasts, working at a riding school in exchange for lessons seems like an ideal arrangement for everyone. However, such arrangements may present



significant legal concerns, particularly regarding employment law.

[Read more →](#)



In-house solicitor fined for non-financial misconduct: implications for the financial services sector

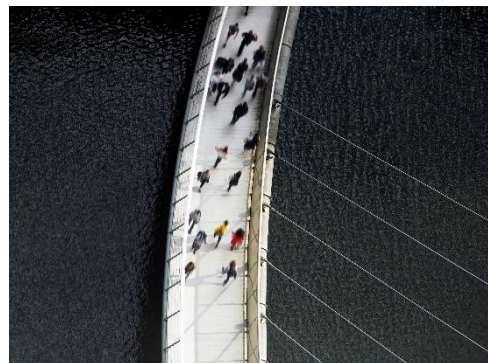
The Solicitors Regulatory Authority has fined a former BNP Paribas in-house solicitor for using offensive and inappropriate language in the workplace – will the FCA take a similar approach when enforcing non-financial misconduct?

[Read more →](#)

Immigration update - June

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

[Read more →](#)



Events



Employment Law Essentials for HR Professionals

We have new cohorts starting our popular modular course in September (Ipswich) and October (Norwich). For more information, please contact [Sam Greenhalgh](#).

[Register your interest now →](#)

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