

## *This week in Employment Law*

### Get ready for this summer's sporting events

With Wimbledon starting on 3 July 2023 and the Women's World Cup kicking off from 20 July 2023 – 20 August 2023 in Australia and New Zealand, we look at what employers need to know during sporting events.

- During this time, organisations can rely on an existing policy covering sporting events. This can outline the organisational stance on a variety of issues, including how it intends to manage any matches that fall during working hours.
- Some staff are likely to want to follow the action in one way or another, and the options available to them should be discussed beforehand.
- This could include a manager or a designated employee following the match, and making staff aware of how it is progressing or having a TV in the staff room for staff to watch games during their break (break times may need to be rearranged or lengthened by prior arrangement with an agreement to make up the time later that day / week / month).
- Dealing with absence requests fairly and consistently, and making efforts to accommodate those wanting to keep up with the sporting news, should help to avoid any problems with unexpected absences.
- To avoid the potential for discrimination or harassment, employers should be careful to treat all employees in the same way regardless of nationality. Employers should also ensure that the workplace remains free from banter that could qualify as harassment or discrimination, through reminders of rules in place.

### Amazon to offer term-time only contracts

Amazon has announced that it will offer term-time only contracts for its warehouse staff. Offering term-time only contracts can boost recruitment and retention for businesses struggling with labour shortages and improve diversity within an organisation, helping to tempt parents and older workers back to the workplace. Although this should be offered as part of a wider strategy to improve employee engagement and wellbeing.

#### *Did you know?*

Employers should be aware that term-time only workers on a permanent contract are currently entitled to 5.6 weeks' annual leave, but the government is consulting on changing the law surrounding this.

### Menstruation and menopause: new standard

The Institution of Occupational Safety and Health (IOSH) is calling on businesses to ensure they use a new workplace standard designed to support employees experiencing menopause or menstruation. It has been introduced by the British Standards Institute (BSI) to help organisations retain staff. IOSH has called on employers to make use of the standard as part of their overall approach to managing risks to workers' health.

#### *Did you know?*

Recommendations in the standard include employers considering whether there is a general awareness of menstruation and menopause in its culture and whether employees can request support.

### Dismissal for performance was disability discrimination

The employee won her claim for disability discrimination, after she was dismissed for poor performance, following a disability-related absence. During probation she was given additional duties, which she felt were not in her "toolkit of experience", but any feedback she received was positive. Negative feedback was not given to avoid stressing her further during her absence and treatment.

#### *Did you know?*

The tribunal found that the manager had her 'disability in mind' when dismissing her and had failed to make it clear that her performance was below acceptable standards.