

Because employment matters



RANKED BAND 1 FOR EMPLOYMENT LAW IN CHAMBERS AND PARTNERS

EMPLOYMENT LAW E-BULLETIN - October 2025

Welcome to our October e-bulletin. We start with a fantastic podcast featuring our special guest, Gamal Turawa, the subject of BAFTA award winning film "The Black Cop". David Hossack and Gamal have a fascinating discussion on diversity, inclusion and equity in the workplace. We also have an update on where we are with the Employment Rights Bill which is now expected to come into force in early November. We look at two recent cases, with the first case placing scrutiny on the use of scripts in disciplinary hearings. The second case suggests that choosing a job applicant on the basis of which football team they support could be lawful, but we consider a scenario where that may well not be the case.

Our next employment law webinar is scheduled for 6 November. Whether or not the Employment Rights Bill is an Act by then we will, amongst other things, be providing our thoughts on how to prepare for the changes that will take effect next year. Scroll down to register.

MEET OUR EMPLOYMENT PARTNERS



Innes Clark
Head of Employment Team

Contact



Lindsey Cartwright
Partner

Contact



Alan Delaney
Partner

Contact



Sarah Gilzean
Partner

Contact



Kenny Scott
Partner

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EMPLOYMENT RIGHTS BILL: The 10 practical steps you can take now to prepare

This is a practical half-day training course aimed at HR and business leaders which explains the 10 practical steps that we consider employers can take now in order to prepare for the new legislation.

This training course will be tailored specifically to your organisation and we will take a deep dive into the detail of the key reforms proposed within the Employment Rights Bill that are most important to you, as well as clarifying the expected timings so that you can prioritise. We can deliver this training in-person or online for your organisation.

To enquire about this training course and for details of cost, please get in touch with your usual MFMac contact or email innes.clark@mfmac.com.

ESSENTIAL EMPLOYMENT LAW WEBINARS

Our next Essential Employment Law Webinar is the last in a four part series that we have been running on the Employment Rights Bill. This webinar will provide a further update as to where we are with the Bill and there will be a particular focus on what to expect from the fire and rehire provisions. We will also cover what you can do to prepare for 2026 in light of the significant changes expected throughout next year. You can register for this and our other upcoming webinars by clicking on the links below. Our webinars last for approximately 50 minutes and are free to attend. They are applicable to the law of Scotland, England and Wales.

- [Employment Rights Bill - Update, fire and re-hire and getting ready for 2026 webinar](#) - 6 November 2025
- [Dyslexia in the workplace](#) - 4 December 2025
- [What to expect in employment law in 2026 webinar](#) - 15 January 2026

Feedback from recent attendees includes:

- "Very informative, good pace and spoken in plain language."
- "Really insightful, knowledgeable and helpful."
- "Great interaction. Brilliant advice."

In the meantime, if you missed any of our recent Essential Employment Law webinars, links to recordings can be found [here](#).

EQUALITY & DIVERSITY

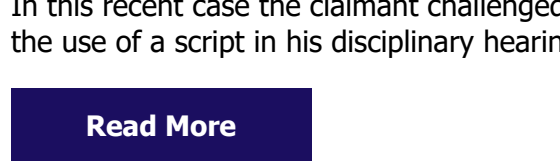
"The Black Cop" – Diversity, inclusion and equity in the workplace

[David Hossack](#) is joined by [Gamal Turawa](#), subject of BAFTA award winning film "The Black Cop", for a fascinating discussion on diversity, inclusion and equity in the workplace.

The insights shared in this podcast are especially relevant for employers seeking to embed meaningful change in workplace culture. This conversation invites reflection, encourages understanding and offers practical perspectives for those committed to equity in employment.

Listen Now

Further information about Gamal Turawa and his company, Purplefrog Connections, is available [here](#).



EMPLOYMENT RIGHTS BILL

Will fireworks hail Royal Assent for the Employment Rights Bill?

It seems to have been a very long run in for the Employment Rights Bill - when will it finally receive Royal Assent?

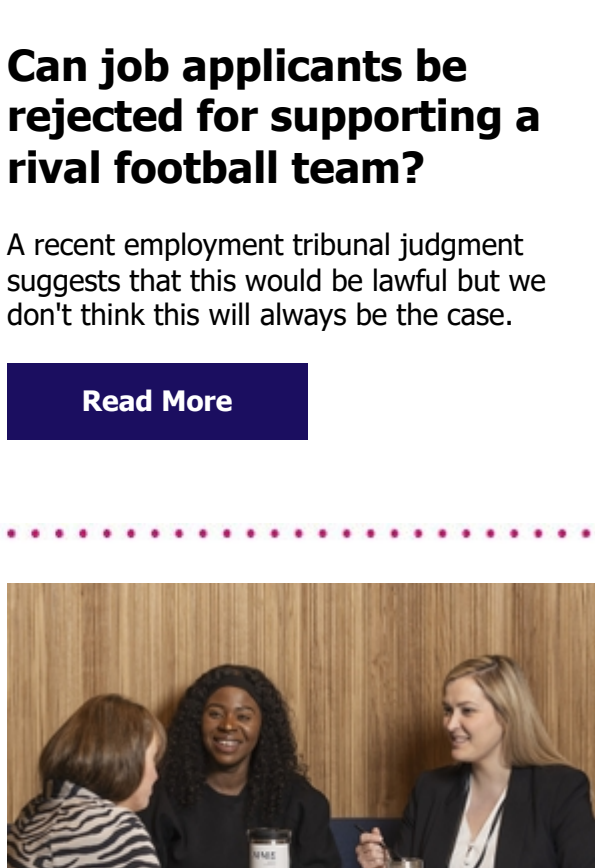
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UNFAIR DISMISSAL

Following the script: Is it fair to use them in a disciplinary process?

In this recent case the claimant challenged the use of a script in his disciplinary hearing.

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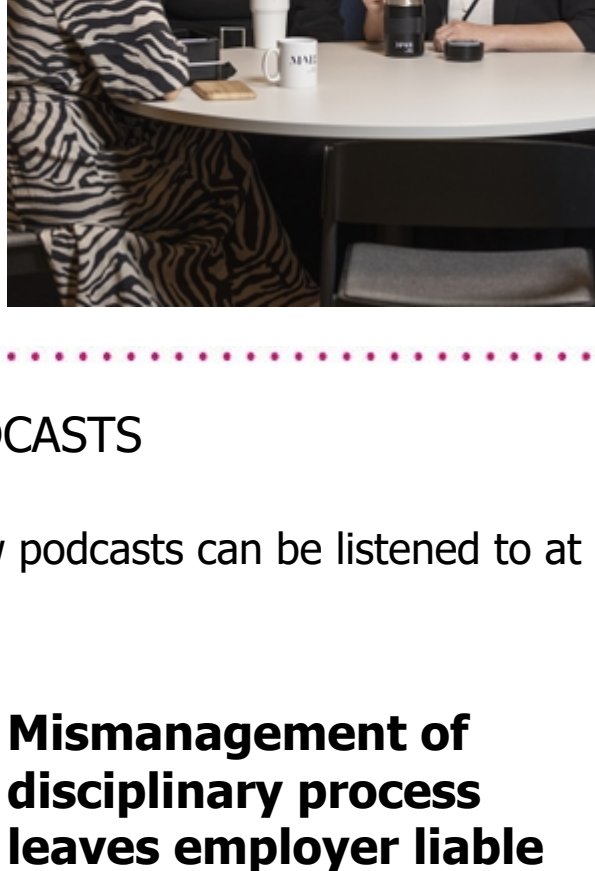


ROUND UP

Employment Law Round-up

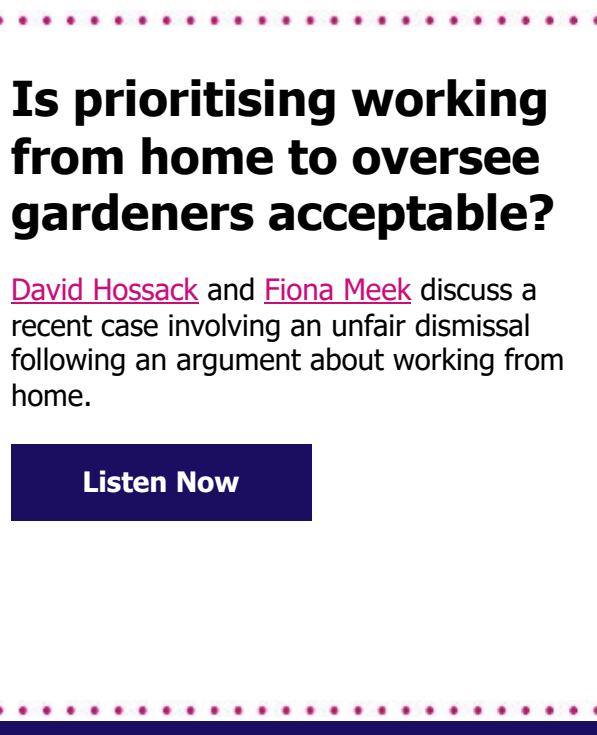
Our monthly round up of the employment law related news you may have missed.

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OUR EMPLOYMENT LAW PODCASTS

Our most recent employment law podcasts can be listened to at the links below.



Mismanagement of disciplinary process leaves employer liable for psychiatric injury

[David Hossack](#) talks to [Sarah Gilzean](#) about the extra care that employers should take with employment processes once they are on notice that the process may be making an employee unwell.

Listen Now

Is prioritising working from home to oversee gardeners acceptable?

[David Hossack](#) and [Fiona Meek](#) discuss a recent case involving an unfair dismissal following an argument about working from home.

Listen Now



You can find all or latest podcasts on our website.

Listen Now

EMPLOYMENT LAW GUIDELINE AND TIMELINE

To see our Brief Guide to Employment Law in Scotland, England and Wales, click [here](#)

For details of upcoming changes in employment law, see our [Employment law reform timeline](#)

EMPLOYMENT LAW FACT CARD 2025/26

Our Fact Card is full of useful information for employers including disciplinary and redundancy checklists, Employment Tribunal award limits, family friendly leave entitlements and national minimum wage rates.

You can download and/or print our Fact Card. [Download the printable version](#) to create your Fact Card. Alternatively, you can view the information on our website at our [Employment Law 2025/26 article](#).

The information contained in our Fact Card, and much more, can also be accessed via our employment law app, [MFMac HR](#), where you can also find our podcasts and monthly e-news. Search for MFMac HR at the App store or at Google Play.

If you don't usually get sent our Fact Card but would like a hard copy please email us at employment@mfmac.com with your name and postal address and we will send it on to you.

CONTACT US

If you have any questions on the content of this e-bulletin or if you would like to discuss any other employment issue then please contact any of the Employment Law Partners listed below or speak to your usual employment team contact:-

[Lindsey Cartwright](#) on 0141 274 1141

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