

In This Edition

- An ET awards an employee with breast cancer £47,000 for disability discrimination and harassment after requirements were imposed which resulted in unfavourable treatment and violation of her dignity.
- A former British Council manager who was dismissed after calling Prince George a symbol of 'white privilege' is claiming unfair dismissal, wrongful dismissal and philosophical belief discrimination.
- More than one in three (36%) of LGBT people have been harassed or bullied at work, according to a new study published by the TUC involving 5,000 LGBT people.
- A former Council employee who gained illegal access to the council's computer system and changed the records of ex-colleagues, has been sentenced to 12 weeks in prison.

Employee with breast cancer awarded £47,000 for disability discrimination

In [Coglan v The Hideaways Club \(UK\) Ltd](#), Mrs Coglan (C) was diagnosed with breast cancer and required urgent treatment including chemotherapy. During C's treatment, the employer put four requirements to her: (i) removing C's adjusted working pattern, whilst she was undergoing treatment, without any consultation; (ii) requiring her to go on sick leave for up to four months for which she would be paid SSP; (iii) requiring C to accept a different role and a reduced salary; and (iv) asking C for medical documentation to prove that she was fit to work, when she had not been signed off as unfit. An ET found all four amounted to discrimination arising from C's disability and (iv) was also disability related harassment. Medical evidence showed C had been subjected to psychological "trauma and torture by her line manager at work..." and she had moderately severe psychiatric injury. C was awarded £47,701, which included £18,749 for injury to feelings and £7,500 for personal injury.

Manager dismissed for calling Prince George a symbol of 'white privilege' claims belief discrimination

A former British Council manager who was dismissed after calling Prince George a symbol of 'white privilege' is claiming unfair dismissal, wrongful dismissal and philosophical belief discrimination. Metro [report](#) that Angela Gibbins, was dismissed after making comments on a meme, not created by her, which had called Prince George a "*****g dickhead". Gibbins commented: 'White privilege. That cheeky grin is the (already locked-in) innate knowledge that he's Royal, rich, advantaged, and will never know any difficulties or hardships in life. Let's find photos of 3yo Syrian refugee children and see if they look alike, eh?' She later added: 'I'm sound in my socialist, atheist and republican opinions. I don't believe the Royal Family have any place in a modern democracy, least of all when they live on public money. That's privilege and it needs to end.'

TUC survey shows 1 in 3 LGBT people have been harassed or bullied at work

More than one in three (36%) of LGBT people have been harassed or bullied at work, according to a new study published by the TUC involving 5,000 LGBT people. The survey, '[The Cost of Being Out at Work](#)' revealed that 39% of LGBT workers have been harassed or discriminated against by a colleague, 29% by a manager and 14% by a client or patient, including anything from "jokes" to blocking someone's career development. 27% of bisexual respondents hide their sexuality at work. 30% of trans respondents have had their trans status disclosed against their will. Page 18 of the report sets out recommendations on how to create a zero-tolerance workplace.

Prison sentence for former employee who 'hacked in' to the computer system

A former Council employee who gained illegal access to the council's computer system and changed the records of ex-colleagues, has been sentenced to 12 weeks in prison. Local Berkshire [report](#) that Claire Playfoot was found guilty of gaining unauthorised access to the council's computer system a year after leaving her job with intent to commit fraud. She had admitted altering one colleague's record so that it described her as 'obese'. One ex-colleague had her sickness record altered, another had had his contracted hours of work reduced and another had had his appraisal rating altered from satisfactory to 'requires improvement'.

Content

This update provides summary information and comment on the subject areas covered. Where employment tribunal and appellate court cases are reported, the information does not set out all of the facts, the legal arguments presented and the judgments made in every aspect of the case. Click on the links to access full details. If no link is provided, contact us for more information. Employment law is subject to constant change either by statute or by interpretation by the courts. While every care has been taken in compiling this information, SM&B cannot be held responsible for any errors or omissions. Specialist legal advice must be taken on any legal issues that may arise before embarking upon any formal course of action.