

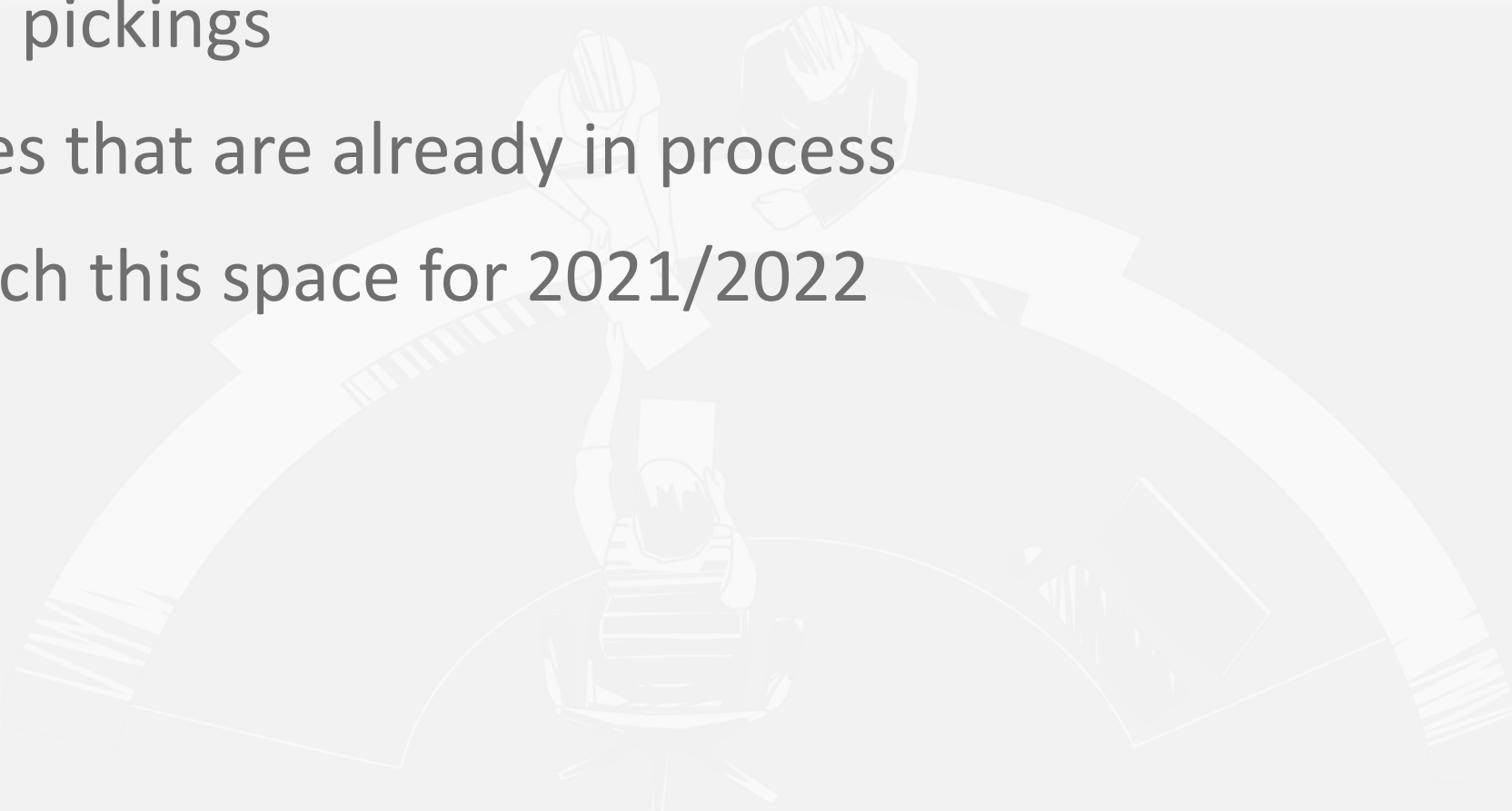


# Case Law Update 2020

Rachel Mills, Senior Associate— Geldards LLP

# Covid times – changing landscape

- Slim pickings
- Cases that are already in process
- Watch this space for 2021/2022



# Cases of note

- *Varnish v British Cycling*
- Question of status – was she a worker, employee or something else?
- Facts
- Decision

# Cases of note

- *Evans v London Borough of Kent*
- Question – can an employee pursue a claim even if they are unlikely to win any money?
- Facts
- Decision

# Cases of note

- *Taylor v Jaguar Land Rover*
- Question – is a person who is *proposing to undergo* gender reassignment covered by the Equality Act?
- Facts
- Decision

# Cases of note

- *Higgs v Farmor's School*
- Question – can a person's view that gender cannot be fluid be a protected belief under the equality Act?
- Facts
- Decision

# Cases of note

- *Chell v Tarmac Cement and Lime Limited*
- Question – is an employer vicariously liable for one of its employees practical jokes?
- Facts
- Decision

# Cases of note

- *Tan v Millennium and Copthorne Hotels*
- Question –can an employer recover costs from a Tribunal hearing?
- Facts
- Decision



# Any questions



# Contact Details



**Rachel Mills**

Senior Associate

+44 (0)1332 254123

rachel.mills@geldards.com

**“The team at Geldards are great, incredibly reliable and competent”**

Client quote, Legal 500 – the world’s largest legal referral guide



**Cardiff**

4 Capital Quarter,  
Tyndall Street  
Cardiff, CF10 4BZ  
Tel: +44 (0)29 2023 8239

**London**

80 Coleman Street  
London  
EC2R 5BJ  
Tel: +44 (0)20 7620 0888

**Derby**

Number One Pride Place  
Pride Park  
Derby DE24 8QR  
Tel: +44 (0)1332 331 631

**Nottingham**

The Arc  
Enterprise Way  
Nottingham NG2 1EN  
Tel: +44 (0)115 983 3650