

Employment Practices Liability – Example of Claims

Scenario 1:

A team of female employees brought an action against their employer over claims that they were being paid less than their equivalent male colleagues. They brought their action after the company had wound up and was in administration, and because of this, no insurance was in place. The action was successful, and the court awarded them compensation of £10,000 each.

Scenario 2:

An employee who became physically unable to do his original job following surgery won compensation from the courts. The employee was capable of working at a desk, and despite applying for numerous such posts internally, the employer made no appointment. The court held that the employer should have made reasonable adjustments.

Scenario 3:

A warehouse employee was awarded compensation after an employment tribunal found that he had been the subject of racist taunts, threats and abuse by colleagues over four years. Although the employer had initially been made aware of the situation it was found that they did not take adequate steps to deal with it. Consequently, the employee was awarded over £45,000 in compensation.

Scenario 4:

An employment tribunal ruled that a hotel company had discriminated against an employee in their catering team who was passed over for promotion several times. The tribunal held that the manager of the department showed an apparent disregard for equal opportunities and procedures and so awarded compensation to the employee.

For a real-life scenario explained by our director please follow the below link

Benjamin Mendy vs Manchester City:

https://www.linkedin.com/posts/alexandermargolin_man-city-ordered-to-pay-benjamin-mendy-up-activity-7262446367380271104?utm_source=share&utm_medium=member_desktop&rcm=ACoAAApOglUBI7d86nF8ZMxk6DQ82fZrVEb3uLs

****This content was sourced and adapted from Pen Underwriting. Thank you to our insurance partner for providing these helpful examples and insights, which we've tailored for our website.***

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