

YOUR WEEKLY BULLETIN OF WIT AND WONDER



COUNTDOWN TO CACOPHONY

An accurate prediction of when the family road trip will go bad



NOT THE WRITE STUFF

How a pro-dyslexic hire turned to an anti-disability claim



A BIT TINTED

In space, no-one can see you colour in

BACK SEAT WHINER

Has there been a child in your car this summer? For more than an hour? More than *one* child..? Oh dear. You'd better have a little lie down.

Anyone with or connected to children will understand the deep-breath required before stating: 'We're just popping out in the car for a day trip...'

And now researchers at Nottingham Trent University have pinpointed, for your delightful anticipation, the *exact moment* when your child will first say... altogether now...

'ARE WE NEARLY THERE YET..?'

If you were to get everyone in your near vicinity - in the office, at Costa, on the bus - to read that line out loud, I bet you the delivery, the pace, the exactly whingeing musicality of every note, would be precisely the same. (Go on, try it - and report back to me.)

Anyway - it's 32 minutes in.



But worse will come if your journey is set to stretch to two hours. The study, shared on BBC Breakfast this week, also calculates that the car trip meltdown will arrive after one hour and ten minutes.

And if there's another sibling in the car it'll come ten minutes sooner. Two more siblings? Knock 20 minutes off your waiting time.

I'm sure me and my two brothers complied to this average. You'd think today's travelling youngsters would last a bit longer, what with the smart phones and tablets and non-stop in-car entertainment. Back in the 1970s the biggest thrill was when Dad took a corner deliberately fast so we could all be flung to one side of the bench seat behind him, shrieking and unrestrained by seatbelts.

Maybe he was actually trying to concuss us into silence...

And speaking of preferring silence brings me to the case of *Patel v Lucy A Raymond & Sons Limited 2021* and why bosses should consider curbing their comments.

Mr Patel was employed by Lucy A Raymond & Sons ('LARS'), an insurance firm. Although Mr Patel did not meet all of the specifications required for the role, the managing director, Ms Raymond-Williams, made an exception in hiring him because he had dyslexia. Ms Raymond-Williams made this decision because she has relatives with dyslexia and saw the disability as a matter of high importance.

Shortly after beginning his role, Mr Patel was required to work from home because the UK had gone into a national lockdown due to the COVID-19 pandemic. Mr Patel found working from home difficult due to his dyslexia, with his colleagues expressing their concerns regarding his ability to carry out his role.

One month after beginning his employment at LARS, Ms Raymond-Williams dismissed Mr Patel, claiming that she had made the wrong decision in hiring an employee with dyslexia. Mr Patel asked for feedback from Ms Raymond-Williams to which she responded saying that he was too demanding which is common with the generation of millennials.

Following this, Mr Patel brought claims of disability and age discrimination against LARS.

The ET upheld Mr Patel's claim of disability discrimination, finding that LARS did not take any steps to enquire about Mr Patel's dyslexia, its effects, any requirements needed to assist him or action they could take in order to help.

Moreover, the ET referenced Ms Raymond-Williams' statement where she explained that she should not have hired an employee with dyslexia, concluding it suggested that Mr Patel had been dismissed because of his disability.

However, the ET dismissed Mr Patel's claim of age discrimination. The ET explained that this was due to his reason for bringing the claim; Mr Patel did not bring the claim because of Ms Raymond-Williams' comment regarding his age, but because he disagreed with another of Ms Raymond-Williams' statements, that he had been given everything on plate while growing up.

This case highlights the importance for employers to be clear in their reasons for dismissal in order to avoid uncertainty with the language used. Despite Mr Patel failing to establish age discrimination, had LARS' language been clearer the claim may never have been raised.

Moreover, the success of Mr Patel's disability discrimination claim underlines the importance of employers making reasonable adjustments when they know or suspect that an employee has a disability. Here, LARS had clear knowledge of Mr Patel's disability but did not consider how to make his role more accessible.

Following this case, employers may consider examining their workplace policies and practices to see whether employees with a disability could be put at a disadvantage, and if so, work to amend these.

EVENTS SEASON

2022

SEP 28
Peace of Mind
Members Seminar

OCT 6
Settlement Agreement
Masterclass

OCT 13
HR Hangout - Holiday
Pay Calculations: The
Harpur vs Brazel Case

NOV 23
Litigation Lessons
Masterclass



DROPS OF JUPITER



It's got to be the galaxy's most handsome planet, with its spectacular auroras, giant storms, assorted moons and spinning vortexes.

But it turns out there's been a bit of Instagramming going on. Yes. Astronomers have brazenly admitted that images have been artificially coloured to make Jupiters features stand out.

Because infrared light is invisible to the human eye.

Regular readers will know that we love a bit of deep space wonder here at WG Towers so we're all

Which is exactly the excuse I plan to make next time I meet one of you and notice that expression on your face as you understand my social media mugshots are bit enhanced.

...about the news, so we focus
over the images of Jupiter just in
from the James Webb Space
Telescope.

*I'm sorry, but I had to do it because my infrared light is invisible to the human eye. I'm sure
you understand...*

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