



## DAVID VON HAGEN

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## BIOGRAPHY

David is a Knowledge Development Lawyer in the Employment and Labor department, responsible for knowledge management of all employment law matters as well as training and other initiatives.

Before moving to this role David was an employment lawyer for 30 years, including 20 years at partner level, acting for both large organisations and high net worth executives. He has very wide experience in employment law and was involved in several high profile employment cases, in particular relating to discrimination law and whistleblowing. His experience includes employment tribunal litigation, restrictive covenant injunctions, TUPE/corporate support and general HR advice. He is also an experienced public speaker and author.

## ADMISSIONS

- England and Wales

## RELATED PRACTICE AREAS

- Employment & Labor
- Investigations
- Litigation & Dispute Resolution
- Regulation, Compliance & Advisory
- Cross-border Employment Issues
- Employment Class & Collective Actions

## RELATED INSIGHTS

Insights

Apr 28, 2025

### **Definition of ‘woman’ in the Equality Act, guidance on conduct dismissals, and a news roundup**

Our employment law update for April covers the Supreme Court decision the correct definition of “sex” and “woman” in the Equality Act and a Court of Appeal decision providing guidelines on gross misconduct dismissals. We also have a general news round-up, including mandatory ethnicity and disability pay gap reporting, increases of compensation limits at the employment tribunal and new ACAS guidelines on statutory neonatal leave and pay.

Insights

Feb 27, 2025

### **Unlawful deductions backstop, religious belief dismissals, plus a news round-up**

Our employment law update for February sees new cases on the two-year backstop on compensation in unlawful deductions cases and a Court of Appeal decision on religious belief discrimination relating to social media posts. We also have a general news round-up including new ONS data on hybrid working, a new expert panel to report on neurodivergency inclusion in the workplace, and the introduction of the LGB Alliance Business Forum.

Insights

Jan 30, 2025

### **No ACAS early conciliation but the claim continues, and a general employment news round-up**

The return of our monthly format for employment law updates sees new cases on whether a failure to carry out ACAS Early Conciliation is fatal to claims progressing, whether a claimant after proceedings are ongoing can add new claims not included in the ET1, and the correct approach for assessing injury to feelings when applying the “Vento” guidelines. We also have a general news round-up including the new regulations for Neonatal care coming into force from 6 April 2025, proposals from the Women’s Equality Committee on paid leave for early pregnancy terminations before 24 weeks (including miscarriage), and the latest from the FCA and PRA on “Sexism in the City”.

Insights

Dec 10, 2024

## **AI in HR - what you need to know**

BCLP recently hosted a seminar on AI in HR. In this thought-provoking session, we considered how AI is used in HR and its regulation in the EU and the UK, and then engaged in some discussions around two theoretical scenarios. For those who were not able to attend, we have put together a summary of the key takeaways.

Insights

Nov 21, 2024

## **Consultation in non-collective redundancy situations**

This week we look at a case that covers the issue of what constitutes proper lawful consultation in smaller scale redundancies (fewer than 20). In particular, the case looks at whether there is a need for group consultation, and what the rules are on timing.

Insights

Oct 31, 2024

## **The sexual harassment preventative duty is now in force - why it is needed**

This week we mark the introduction on 26 October of the duty to take reasonable steps to prevent sexual harassment, and consider a few recent cases showing that this is a workplace issue that refuses to go away.

Insights

Oct 24, 2024

## **Employment Rights Bill, whistleblowing, and sex-based discrimination**

This week we summarise three very recent developments in employment law, one involving the Employment Rights Bill (ERB) and two new cases.

Insights

Oct 17, 2024

## **The Employment Rights Bill 2024 - Points of Interest**

This week we cover certain selected areas of the Employment Rights Bill, published on 10 October 2024. It is Labour's flagship employment legislation.

Insights

Oct 10, 2024

## **Sexual Harassment – The Preventative Duty**

After a slightly extended summer break, we return with a summary of the new sexual harassment rules due to come into force in just over two weeks.