

Insights

UK HR TWO-MINUTE MONTHLY: AUGUST 2026

Employment cases & news

Aug 28, 2026

Summary

Once-in-a-generation overhauls of the Acas Code of Practice and UK equal pay law. The ever-increasing overlap of AI and workplace issues. A landmark Supreme Court decision on the rights of part-time workers. August has been anything but quiet. In this edition of BCLP's HR Two-Minute Monthly, we bring you a concise, practical guide to the most important UK cases, developments and legislative changes, plus handy links to all updates the BCLP team has published this month, to help you stay ahead of the curve.

RECENT CASE LAW

Part-time worker discrimination – Supreme Court clarifies causation test

August saw a helpful Supreme Court decision which gives clarity on causation in part-time worker claims. The claim related to Mr Augustine, who worked as a private hire driver for Data Cars Ltd. He worked part-time and brought a claim alleging that the fee he was charged for the company's booking system was discriminatory, as all drivers were charged a flat rate of £148 per week, regardless of the number of hours they worked. Mr Augustine claimed that the application of this flat fee constituted less favourable treatment of him as a part-time worker contrary to regulation 5 of the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 (the Regulations), on the basis that it resulted in him paying a higher fee per hour worked than his full-time colleagues.

[Read the full update >](#)

EMPLOYMENT NEWS

Acas consultation on draft Code of Practice - have your say

On 30 July the government launched a [consultation](#) on a revised Acas Code of Practice on disciplinary and grievance procedures - the first update in over a decade. The draft Code is significantly longer, with a much stronger emphasis on informal resolution, mediation and facilitated conversations, and new restrictions on the use of suspension. The consultation closes on 23 September. BCLP is submitting a response and we would love to include your feedback in our response. If you would like to have your say, please contact a member of BCLP's [UK Employment Team](#).

Disciplinary and grievance procedures are costing UK employers billions of pounds. Will a revised Acas Code offer any solutions?

The push towards early and informal dispute resolution in the draft Acas Code is understandable, but does it reflect the reality of modern workplace challenges? Drawing on a recent Acas survey, Jackie Thomas considers whether the proposed changes would give employers the guidance they need to navigate these challenges, as well as the practical measures businesses can take now to prevent issues becoming entrenched.

[Read the full update >](#)

Can you hold three fingers in front of your face? AI transparency at work

Do your employees know when AI is influencing decisions about them? Paul Sands explores growing regulatory expectations around AI transparency, including new EU requirements and increased scrutiny from the ICO on employers' use of automated decision-making.

[Read the full update >](#)

The New Acas Code: Opportunities for Employers in the age of AI-Generated Grievances

Faced with the impact of AI on workplace disputes, as well as the impending changes to unfair dismissal law, could the proposed changes to the Acas Code offer employers some advantages? Bradley Houlston looks at how the changes could help organisations address unwieldy AI-assisted grievances, promote the early resolution of complaints and strengthen an employer's position when defending claims.

[Read the full update >](#)

Equal pay for all? Government proposes the biggest shake-up of equal pay laws in over 55 years

Could the UK's equal pay regime be about to undergo its biggest transformation since the Equal Pay Act 1970? Paul Sands explores the Government's proposals and what they could mean for

recruitment practices, pay reporting, outsourcing arrangements, and workplace equality more broadly.

[Read the full update >](#)

If you have any questions about the cases discussed in this update or need guidance on upcoming changes in UK employment law, please contact a member of BCLP's [UK Employment Team](#).

Related Capabilities

- Employment & Labor

Meet The Team



Jackie Thomas

Counsel, London

jackie.thomas@bclplaw.com

[+44 \(0\) 20 3400 4776](tel:+442034004776)



Bradley Houlston

Counsel, London

bradley.houlston@bclplaw.com

[+44 \(0\) 20 3400 3631](tel:+442034003631)

This material is not comprehensive, is for informational purposes only, and is not legal advice. Your use or receipt of this material does not create an attorney-client relationship between us. If you require legal advice, you should consult an attorney regarding your particular circumstances. The choice of a lawyer is an important decision and should not be based solely upon advertisements. This material may be "Attorney Advertising" under the ethics and professional rules of certain jurisdictions. For advertising purposes, St. Louis, Missouri, is designated BCLP's principal office and Kathrine Dixon (kathrine.dixon@bclplaw.com) as the responsible attorney.