

TABLE OF CASES

Abadeh v British Telecommunications plc [2001] IRLR 23, EAT	2.75, 2.135
Abbey Life Assurance Company Ltd v Tansell [2000] IRLR 387, CA	3.38, 3.126
Abbey National Plc v Riddick EAT0919/04	10.38
Abbey National v Formoso [1999] IRLR 222, EAT	9.09
Adekeye v Post Office [1993] ICR 464, EAT	10.19
Adsett v K and L Steelfounders and Engineers Ltd [1953] 1 All ER 97, aff'd [1953] 2 All ER 320, CA	4.78
Agrico v Ireland EAT0024/05	10.42
Al Jumard v Clywd Leisure Ltd UKEAT/0334/07/ZT [2008] IRLR 345, EAT	9.49, 9.52, 9.86
Alexander v Home Office [1998] ICR 685, [1988] IRLR 190, CA	9.14, 9.47
Alfred Compton Amusement Machines Ltd v Customs and Excise Commissioners (No.2) [1974] AC 405, [1973] 2 All ER 1169	10.71
Allaway v Reilly [2007] IRLR 864, EAT	3.185, 3.186
Allianz Cornhill v Fidler UKEAT/0723/04	7.32
Amies v Inner London Education Authority [1977] ICR 308 EAT	10.19
Anderson v George S Hall Ltd UKEAT/0631/05/DA	10.45
Anya v University of Oxford [2001] IRLR 377, CA	10.121
AON Training Ltd v Dore [2005] IRLR 891, CA	9.38, 9.71, 9.72
Archibald v Fife Council [2004] UKHL 32, [2004] ICR 954, [2004] IRLR 651, HL	2.40, 3.58, 3.65, 3.98, 3.105, 4.02, 4.21, 4.36, 4.109, 4.118, 4.183, 9.92
Arquiva Ltd v Sagoo UKEAT/0135/07	10.71
Aston Cantlow PCC v Wallbank [2004] 1 AC 564; [2003] 3 WLR 283	1.15
Aziz v Trinity Street Taxis Ltd [1988] IRLR 204, CA	7.15
Bainbridge v Redcar & Cleveland Borough Council (No.2) [2007] IRLR 494, CA	9.66
Ball v London Borough of Waltham Forest UKEAT/09999/03	4.183
Bancroft v Mitie Property Ltd UKEAT0494/04	4.183
Banks v Ablex Ltd [2005] EWCA Civ 172	8.37
Barclays Bank Plc v Kapur [1991] ICR 208, HL	10.19, 10.22
Barratt v Accrington and Rossingdale College UKEAT/099/06	4.183
Barrell Plating and Phosphating Co Ltd v Danks [1976] IRLR 262, EAT	9.28
Barroso v Fahy UKEAT/0558/06/DA	10.105
Barton v Investec Henderson Crosthwaite Securities Ltd [2003] IRLR 332	10.57, 10.76
Bartsch v Bosch und Siemens Hausgerate (BSH) Altersvorsorge GmbH (Case C-424/06) [2009] All ER (EC)	113, 1.35
Baynton v Saurus General Engineers Ltd [2000] ICR 375, [1999] IRLR 604, EAT	2.40, 5.45, 5.50
Baynton v SouthWest Trains [2005] ICR 1730	4.17
Beart v HM Prison Service [2003] EWCA Civ 119, [2003] ICR 1068, CA	4.09, 4.60, 4.114, 4.183, 9.09
Bentwood Bros (Manchester) Ltd v Shepherd [2003] EWCA Civ 380, [2003] ICR 1000, [2003] IRLR 364	9.35, 9.36

Table of Cases

Bingham v Hobourn Engineering Ltd [1992] IRLR 298, EAT	9.75
Birds Eye Walls Ltd v Harrison [1985] IRLR 47, EAT	10.66
Birmingham City Council v Jadoo UKEAT/0448/04/LA.	9.22
Blackpool Fylde and Wyre Society for the Blind v Begg UKEAT/0035/05/ZT	9.13
Bond v Hackney Citizens Advice Bureau [2003] IRLR 484, HL.	3.116
Bone v Fabcon Projects Ltd [2006] 1 ICR 1421, EAT	10.27, 10.105
Bowerman v B&Q, ET Case No. 1400375/05, IDS Brief 825, March 2007.	6.32
Bracebridge Engineering Ltd v Darby [1990] IRLR 3, EAT	8.27
British Airways v Starmer [2005] IRLR 862, EAT	4.25, 4.26
British Coal Corporation v Keeble [1997] IRLR 336, EAT.	10.43, 10.44, 10.48
British Gas Plc v Sharma [1991] ICR 19, EAT	9.92
British Gas Services v McCaull [2001] IRLR 60, EAT	4.58, 4.59, 5.28, 10.15
British Gas Trading Limited v Scott, UKEAT/0322/07, [2008] All ER (D) 135, EAT	2.09, 2.97
British Gas v Breeze, unreported, EAT, 13 September 1998	4.159
British Telecommunications Plc v Grant, EAT 816/92.	7.13
British Telecommunications Plc v Reid [2004] IRLR 327.	9.54
Brittains Aborfield Ltd v Van Uden [1997] ICR 211, EAT	9.27
Brown v TNT Express Worldwide (UK) Ltd [2001] ICR 182.	7.26
Bruce v Addleshaw Booth & Co UKEAT/0404/03/MAA	7.28
Brumfitt v Ministry of Defence [2005] IRLR 4, EAT	8.10
Burton v Higham (t/a Ace Appointments) [2003] IRLR 257, EAT	3.22
Buxton v Equinox Design Ltd [1999] IRLR 158, EAT.	9.94, 10.62
Bwllfa and Merthyr v Pontypridd Waterworks Company [1903] AC 426.	2.108
Cable & Wireless plc v Muscat [2006] IRLR 354, CA	3.34
Cairns v Visteon UK Ltd EAT UKEAT/0494/06 [2007] ICR 616, [2007] IRLR 175	3.34
Calder v James Finlay Corporation [1989] IRLR 55, EAT	10.19
Callagan v Glasgow City Council [2001] IRLR 74.	4.183, 5.53
Canniffe v East Riding of Yorkshire Council [2000] IRLR 555, EAT	3.175
Carden v Pickering Europe Ltd [2005] IRLR 720, EAT	2.77
Cardiff Women's Aid v Hartup [1994] IRLR 390, EAT	3.63
Carmichael v National Power plc [2000] IRLR 43, HL	3.12, 3.18
Cast v Croydon College [1998] ICR 500, CA	10.19, 10.20, 10.21
Cave v Goodwin [2001] EWCA Civ 391	4.44, 4.45, 4.46, 4.59, 4.113, 4.183
Chacon Navas v Eureka Colectividades SA [2006] IRLR 706, ECJ	2.18, 2.30, 2.53, 4.54
Chagger v Abbey National and Hopkins UKEAT/0041/08/RN.	9.34
Chessington World of Adventure v Reed [1997] IRLR 556, EAT	8.27
Chief Constable of Avon Constabulary v Dolan [2008] UKEAT/0522/07	4.145, 4.146, 4.157
Chief Constable of Lancashire Police v Stubbs [1999] IRLR 81, EAT	3.168, 8.27
Chief Constable of Lincolnshire Police v Weaver UKEAT/0622/07, [2008] All ER (D) 291, EAT	4.08, 4.59, 4.82
Chief Constable of Manchester v Hope [1999] ICR 338, EAT	9.02
Chief Constable of West Yorkshire v Khan [2001] IRLR 830, HL.	3.112, 7.09, 7.11, 7.26, 7.27, 7.30, 7.31
Chohan v Derby Law Centre [2004] IRLR 685, EAT.	10.43, 10.44
Chouafi v London United Busways Ltd [2006] EWCA Civ 689.	10.38
City of Bradford Metropolitan Council v Arora [1989] IRLR 442	9.54
Clark v TDG Ltd (t/a Novacold) [1999] 2 All ER 977, [1999] ICR 951, [1999] IRLR 318, CA	3.88, 4.06, 4.17, 5.03, 5.04, 5.05, 5.06, 5.11, 5.21, 5.22, 5.27, 5.29, 5.31, 5.60, 8.07, 8.10

Table of Cases

Clarke v Hampshire Electro-Plating Co Ltd [1992] ICR 312, EAT	10.19
Clarke v Redcar & Cleveland Borough Council [2006] ICR 879, EAT	10.94
Clyde Valley Housing Association Ltd v Maculey UKEAT/0045/07/MT	10.04
Coleman v Attridge Law [2007] IRLR 951, EAT	1.29
Coleman v Attridge Law (Case C-303/06) [2008] All ER (D) 245, [2008] 3 CMLR 27	1.37, 1.45, 3.43, 3.47, 4.14, 6.05
Coleman v Skyrail Oceanic Ltd [1981] IRLR 398, CA	9.41
College of Ripon & York St John v Hobbs [2002] IRLR 185, EAT	2.27, 2.30, 2.40
Collins v Royal National Theatre Board Ltd [2004] EWCA Civ 144, [2004] IRLR 395, CA	2.40
Commissioner of Police of the Metropolis v Harley [2003] IRLR 263, EAT	3.102
Commissioner of Police of the Metropolis v Hendricks [2002] EWCA Civ 1686	4.69
Commissioner of Police of the Metropolis v Virdi UKEAT/0338/06, EAT	2.67
Compagnie Financière v Peruvian Guano Co (1882) LR 11 QBD 55, CA	10.68
Consistent Group Ltd v Kalwak [2007] IRLR 560, EAT	3.19
Cook (James W) & Co (Wivenhoe) Ltd (in liquidation) v Tipper [1990] IRLR 386, CA	10.37
Cornelius v University College of Swansea [1987] IRLR 141, CA	7.09
Cornwall County Council v Prater [2006] IRLR 362, CA	3.13
Cosgrove v Caesar & Howie [2001] IRLR, EAT	5.25
Cosgrove v Northern Ireland Ambulance Service [2007] IRLR 397, NI CA	2.88
Cotswold Developments Construction Ltd v Williams [2006] IRLR 181, EAT	3.12
Council of City of Sunderland v Newsome EAT/36/02/ST	9.33
Craigie v London Borough of Haringey, EAT UKEAT/0556/06, [2007] All ER (D) 82, EAT	3.34
Croal v Network Rail Infrastructure Ltd [2008] UKEAT0506/07	2.109
Croft v Royal Mail Group plc [2003] ICR 1425, CA	3.176
Cruickshank v VAW Motorcast Ltd [2002] ICR 729, [2002] IRLR 24, EAT	2.57
Cumbria County Council v Dow (No.2) [2008] IRLR 109	10.22
Dacas v Brook Street Bureau (UK) Ltd [2004] IRLR 358, CA	3.31
Daniel v Homerton Hospital Trust, 9 July 1999, unreported, CA	10.44
Daniels v Walker [2000] 1 WLR 1382, CA	2.134
De Keyser Ltd v Wilson [2001] IRLR 324, ET	2.133, 10.60, 10.61, 10.62, 10.63, 10.64, 10.73
Dedman v British Building Engineering Appliances Ltd [1974] ICR 53, CA	10.36
Defrenne v Sabena [1976] ICR 547	1.33
Department of Constitutional Affairs v Jones [2007] EWCA Civ 894, [2008] IRLR 128, CA	10.44, 10.46, 10.48
Department of Work and Pensions v Hall [2005] All ER (D) 128, EAT	4.147
Derby & Co Ltd v Weldon (No.9) [1991] 1 WLR 652	10.68
Derbyshire v St Helens Metropolitan Borough Council [2007] ICR 741	7.01, 7.10, 7.11, 7.27, 7.31
Difolco v NTL Group Ltd [2006] EWCA Civ 1508, CA	3.61, 3.63
Doshoki v Draeger Ltd [2002] IRLR 340, EAT	9.54
Driskel v Peninsula Business Services [2000] IRLR 151, EAT	8.13, 8.24, 8.27
D'Silva v NATFHE UKEAT/0384/07/LA	10.57
Dunham v Ashford Windows [2006] IRLR 608, EAT	2.38, 2.40, 10.64
East and North Herefordshire NHS Trust v Fernando EAT0727/04	10.19
EB v BA [2006] IRLR 471, EAT	10.77, 10.88
Eclipse Blinds Ltd v Wright [1992] ICR 723, Ct of Session, CA	10.120
Edmund Nuttall Ltd v Butterfield [2005] IRLR 751, EAT	2.120, 2.123, 2.124, 2.125

Table of Cases

Edwards v Mid Suffolk District Council [2001] IRLR 190	4.52, 4.76, 5.28
Ekpe v Commissioner of Police of the Metropolis [2001]	
ICR 1084, [2001] IRLR 605, EAT	2.40, 2.46, 2.48, 2.50
Elton John v MGN [1996] 3 WLR 593	9.42
English v Emery Reimbold and Strick Ltd [2002]	
EWCA Civ 605, [2002] 1 WLR 2409	10.121
Environment Agency v Rowan UKEAT/0060/07/DM, [2008]	
IRLR 20, EAT	4.19, 4.60, 4.63, 4.116
Essa v Laing Ltd [2004] ICR 746, [2004] IRLR 313, CA	9.07, 9.09
Express & Echo Publications Ltd v Taunton [1999] IRLR 367, CA	3.14
Farley v The Prison Service EAT/359/01	4.159
Fife Council v McPhee EAT/750/00	9.14
Fougree v Phoenix Motor Co Ltd [1976] IRLR 259, EAT	9.25
Fowler v London Borough of Waltham Forest UKEAT/0116/06/DM	4.61, 4.183, 5.61
Fu v London Borough of Camden [2001] IRLR 352	4.17, 4.59, 4.76, 4.183
Garry v London Borough of Ealing [2001] IRLR 681, CA	8.28
Gilbank v Miles [2006] IRLR 538, CA	3.186
Gilbert v Kembridge Fibres Ltd [1984] IRLR 52, EAT	10.93
GMB Union v Fenton UKEAT/0484/04/RN, UKEAT/0789/02/RN and UKEAT/0046/03/RN	7.21, 7.23
Golden Strait Corporation v Nippon Yusen [2007] UKHL 12 [2007] 2 AC 353, [2007] 2 WLR 691, [2007] 3 All ER 1, HL	2.108
Goodwin v The Patent Office [1999] ICR 302, [1999] IRLR 4, EAT	2.03, 2.13, 2.40, 2.44, 2.65, 2.133, 2.135, 2.137, 2.139
Gover v Property Care Ltd [2006] EWCA Civ 286, CA	9.09
Governors of the Lord Grey School v Pavlou, UKEAT/0363/07, [2007] All ER (D) 249	2.131
Gowman v Ceredigion County Council UKEAT/0155/04	4.183
Green v Deutsche Bank Group Services [2006] IRLR 764	8.25
Greenhof v Barnsley Metropolitan Borough Council UKEAT/0093/06, [2006] IRLR 98, EAT	9.76
Greenwood v British Airways plc [1999] ICR 969, [1999] IRLR 600, EAT	2.110, 2.112, 3.99
Hall v Lorimer [1994] IRLR 171, CA	3.17
Hammersmith & Fulham LBC v Farnsworth [2000] IRLR 691, EAT	3.76, 4.152, 5.31, 5.34
Hampson v Department of Education and Science [1981] IRLR 302, HL	3.120, 4.128
Hanlon v Kirklees Metropolitan Council [2004] All ET (D) 154	10.72
Harris v Lewisham & Guy's Mental Health NHS Trust [2000] IRLR 320, CA	3.41
Hart v Chief Constable of Derbyshire EAT/0403/07	4.107
Hawley v Luminar Leisure [2006] EWCA Civ 18	8.33
Hay v Surrey County Council [2007] EWCA Civ 93	4.59, 4.76, 4.183
Heathrow Express v Jenkins UKEAT 0497/06MAA	4.61
Heinz (HJ) & Co Ltd v Kenrick [2000] ICR 491, [2000] IRLR 144, EAT	5.02, 5.30, 5.33, 5.35
Hendricks v Metropolitan Police Commissioner [2003] ICR 330, CA	10.19, 10.21
Hewett v Motorola Ltd [2004] IRLR 545, EAT	2.40, 2.42
High Quality Lifestyles Ltd v Warts [2006] IRLR 850, EAT	6.18, 6.20, 6.23
Hill v Clacton Family Trust Ltd [2005] EWCA Civ 1456	2.01
Hilton UK Hotels Ltd v McNaughton [2006] All ER (D) 327, EAT	10.97

Table of Cases

HM Prison Service v Ibimidun UKEAT/0408/07/DA, UKEAT/0517/07	7.23
HM Prison Service v Stedman [1999] IRLR 299, EAT	8.23
HM Prison v Johnson [2007] IRLR 951	4.61, 4.65, 9.42, 9.54, 9.56, 10.80, 10.83
HM Prison v Salmon [2001] IRLR 425	9.54, 9.79, 9.83
Holtby v Brigham and Cowan [2003] 3 All ER 421, CA	9.11
Home Office v Collins [2005] EWCA Civ 598	4.59
Horc-Gale v Makers UK Ltd [2006] ICR 462, [2006] IRLR 178, EAT	10.59
Hospice of St Mary of Furness v Howard [2007] IRLR 944, EAT	2.134
Humphries v Chevler Packaging Ltd UKEAT/0224/06	4.61, 4.66, 4.68, 4.69, 4.70, 4.72
Hurley v Mustoe [1983] ICR 422, EAT	9.03
Hutchinson v Westward Television Ltd [1977] ICR 279, EAT	10.43, 10.45
Iceland Frozen Foods v Jones [1982] IRLR, EAT	4.145
ICTS (UK) Ltd v Tchoula [2000] IRLR 632, EAT	9.53, 9.54, 9.55, 9.72
Igen Ltd v Wong [2001] ICR 931	7.33, 10.76, 10.77, 10.79
Imperial Tobacco Ltd v Wright EAT/0369/04	10.38
Insitu Cleaning Co Ltd v Heads [1995] IRLR 4, EAT	8.13, 8.23, 8.26, 8.27
Instant Muscle v Kharwaja UKEAT/0216/03/ILB	9.51, 9.52
Investors Compensation Scheme Ltd v West Bromwich Building Society [1998] 1 WLR 896	10.98
Isle of Wight Tourist Board v Coombes [1976] IRLR 413, EAT	9.26
J Hawkins v N Darken (t/a Sawbridgeworth Motorcycles) [2004] EWCA Civ 1755, CA	3.24
Jama v Alcohol Recovery Project UKEAT/0602/06/RN	4.151, 4.158
James v Eastleigh Borough Council [1990] 2 AC 751, [1990] 3 WLR 55, [1990] 2 All ER 607, [1990] ICR 554, [1990] IRLR 288, HL	6.07
James v London Borough of Greenwich [2008] EWCA Civ 35, [2008] ICR 545, [2008] IRLR 302, CA	3.35
Johnson & Johnson Medical v Filmer [2002] ICR 292	4.183
Jones v Global Crossing (UK) Telecommunications Ltd [2008] All ER (D) 19	9.18
Jones v ICS Cleaning Services Ltd EAT/811/99	8.16
Jones v Post Office [2001] EWCA Civ 588, [2001] IRLR 384	4.58, 4.76, 4.133, 4.145, 4.154, 4.183, 5.46, 5.47, 5.49, 5.51
Jones v Tower Boot Co Ltd [1997] ICR 254, [1997] IRLR 168, CA	3.167, 8.27
Joshi v Manchester City Council UKEAT/0235/07/DA	10.32
Kapadia v London Borough of Lambeth [2000] IRLR 14, EAT	2.77
Kenny v Hampshire Constabulary [1999] IRLR 76, EAT	3.78, 4.24, 4.183
Kent County Council v Mingo [2000] IRLR 90, EAT	3.110, 4.183
KF Bartlett v Toms UKEAT/0131/04/ILB	4.133, 4.159
Khanum v IBC Vehicles Ltd EAT/685/98	9.72
Khudados v Hayden [2007] EWCA Civ 1316	10.73
Kingston Upon Hull City Council v Dunnachie (No.3) [2003] IRLR 843, EAT	9.22, 9.29, 9.32, 9.33, 9.36
Kirby v Manpower Services Commission [1980] 1 WLR 725, [1980] IRLR 229, EAT	7.13, 7.15, 7.19
Kirker v British Sugar plc [1998] IRLR 624, EAT	2.40
Kirton v Tetrosyl Ltd [2003] EWCA Civ 619, [2003] IRLR 353, CA	2.40, 2.82, 2.85
Knightley v Johns [1982] 1 All ER 851, CA	9.11
Kuddus v Chief Constable of Leicestershire Constabulary [2001] UKHL 29, [2002] AC 122	9.57
Kwik Save Stores Ltd v Swain [1997] ICR 49, EAT	10.105



Table of Cases

Ladd v Marshall [1954] 1 WLR 1489, CA 10.116

Laing v Manchester City Council [2006] IRLR 748, EAT 10.86

Lana v Positive Action Training in Housing (London) Ltd [2001] IRLR 501, EAT 3.178

Lanarkshire Primary Care NHS Trust v Naicket UKEAT/0003/05 4.183

Lane Group plc & North Somerset Council v Farmiloe UKEAT/
0352/03DA & UKEAT/0357/03/DA, [2004] All ER (D) 8 3.12, 4.127, 4.129, 5.56

Latchman v Reed Business Information Limited [2002] ICR 1453, EAT 2.111, 2.112

Law Hospital NHS Trust v Rush [2001] IRLR 611 2.54

Lawrence v HM Prison Service [2007] IRLR 468, EAT 10.05

Lawson v Serco Ltd [2006] ICR 250, HL 3.51

Leonard v Southern Derbyshire Chambers of Commerce [2001] IRLR 19, EAT 2.40, 2.61

Lister v Helsey Hall [2001] IRLR 472, HL 3.168, 8.33

Litster v Forth Dry Dock and Engineering Co Ltd [1989] ICR 341, HL 1.37, 3.47

Littlewoods Organisation Plc v Traynor [1993] IRLR 154, EAT 4.69, 4.71, 10.19, 10.25

Liversidge v Chief Constable of Bedfordshire [2002] ICR 1135,
[2002] IRLR 651, CA 8.27

Livingstone v Raynards Coal Co (1880) 5 App Cas 25 9.06

Locabail (UK) Ltd v Bayfield Properties Ltd [2000] IRLR 96, CA 10.123

Lock v Connell Estate Agents [1994] IRLR 444, EAT 9.73

London Borough of Barnet v Ferguson UKEAT/0220/06,
[2006] All ER (D) 192, EAT 4.19, 4.61

London Borough of Camden v Price-Job UKEAT/0507/06, UKEAT/0054/07 4.61, 4.63

London Borough of Lewisham v Malcolm [2008] UKHL 43;
[2008] 4 All ER 525 1.06, 1.46, 2.122, 3.60, 3.85, 3.88,
3.99, 5.141, 5.03, 5.05, 5.06, 5.17, 5.19, 5.20,
5.21, 5.22, 5.23, 5.24, 5.25, 5.27, 5.32, 5.39,
5.42, 5.43, 5.53, 5.54, 5.57, 5.61, 6.16, 6.25

London Borough of Southwark v Afolabi [2005] EWCA Civ 15 10.45

London Clubs Management v Hood [2001] IRLR 719, EAT 4.102, 4.183, 5.26

London Underground v Bragg UKEAT/847/98 4.45, 4.133

Loughran and Kelly v Northern Ireland Housing Executive [1998]
ICR 828, [1998] IRLR 593, HL 3.22

Lunt v Merseyside TEC Ltd [1999] IRLR 458, EAT 10.97

Lupetti v Wrens Old House Ltd [1984] ICR 384, EAT 10.44

Lyfar v Brighton and Sussex University Hospital Trusts [2006]
All ER (D) 182, CA 10.19, 10.21

M Young Legal Associates v Zahid [2006] EWCA Civ 613, CA 3.137

McConnachie v DC Thomson & Co Ltd EATS/0015/05 2.40

McConnell v Police Authority for Northern Ireland [1997] IRLR 625, CA 9.55

Macdonald v Advocate General for Scotland and Pearce v Governing
Body of Mayfield Secondary School [2003] UKHL 24, [2003] IRLR 512 8.10

McDougall v Richmond Adult Community College [2007] ICR 1567, [2007]
IRLR 771, EAT 2.01, 2.108, 2.112

Macfarlane v Glasgow City Council [2001] IRLR 7, EAT 3.14

McGee v Perth & Kinross Council EATS/0046/02 10.38

McNicol v Balfour Beatty Rail Maintenance Ltd [2002]
IRLR 711, CA 2.16, 2.19, 2.30, 2.138

Madarassy v Nomura [2007] IRLR 246, CA 10.76, 10.78

Madden v Preferred Technical Group CHA Ltd [2004]
EWCA Civ 1178, [2005] IRLR 46 6.21

Majrowski v Guy's and St Thomas' NHS Trust [2005] EWCA Civ 251,
[2005] QB 848, [2005] ICR 977, [2005] IRLR, CA 8.33, 8.36





Table of Cases

Mangold v Helm [2006] IRLR 143, ECJ	1.35
Market Investigations Ltd v Minister of Social Security [1969] 2 QB 173	3.17
Marleasing SA v La Comercial Internacional de Alimentacion SA (Case C-106/89) [1992] 1 CMLR 305	1.36
Marshall v South West Hampshire Area Health Authority (Teaching) [1986] ICR 335, ECJ	1.34
Martins v Choudhary [2007] EWCA Civ 1379	9.40, 9.54, 9.55, 9.79
Mayor & Burgesses of the London Borough of Lewisham v Malcolm [2008] UKHL 43	8.07, 8.10
Medicaments and Related Classes of Goods (No.2), <i>Re sub nom</i> Director General of Fair Trading v Proprietary Association for Great Britain [2001] ICR 564, CA	10.124
Meek v City of Birmingham District Council [1987] IRLR 250, CA	10.121
Melhuish v Redbridge Citizens Advice Bureau [2005] IRLR 419, EAT	3.48
Melia v Magna Kansei Ltd [2005] ICR 874, CA	9.36
Mid-Devon District Council v Stevenson [2007] All ER (D) 277, EAT	10.62
Mid-Staffordshire General Hospital NHS Trust v Cambridge [2003] IRLR 566, EAT	4.61, 4.70
Midland Bank Plc v Samuels EAT/672/92	10.39, 10.40
Miles v Gillbank [2006] EWCA Civ 543, [2006] IRLR 538	9.47
Millar v Inland Revenue Commissioners [2006] IRLR 112	2.30
Miller v Community Links Trust Ltd UKEAT/0486/07	10.14, 10.36
Mingeley v Pennock & Ivory [2004] IRLR 373, CA	3.21
Ministry of Defence v Anderson [1996] IRLR 139, EAT	9.44
Ministry of Defence v Cannock [1994] IRLR 509, EAT	9.06, 9.17, 9.32, 9.33, 9.41, 9.47, 9.88
Ministry of Defence v Meredith [1995] IRLR 539, EAT	10.68
Mire v Odeon Cinema [2007] EWCA Civ 979	10.38
Montgomery v Johnson Underwood Ltd [2001] IRLR 269, CA	3.15
Moonsar v Fiveways Express Transport [2005] IRLR 9, EAT	8.27
Moore v Duport Furniture Products Ltd [1982] ICR 84, HL	10.94
Morgan v Staffordshire University [2002] IRLR 190, EAT	2.33, 2.35, 2.37, 2.38, 2.130, 2.132, 2.136, 4.76
Moroak (t/a Blake Envelope) v Cronie [2005] IRLR 353, EAT	10.103, 10.105
Morse v Wiltshire County Council [1998] IRLR 352	4.08, 4.17, 4.58, 4.183
Mowat-Brown v University of Surrey [2002] IRLR 235, EAT	2.81
Moything v Barts NHS Trust [2006] IRLR 860	9.47
Mulligan v Commissioner for Inland Revenue EAT/691/99	4.107
Murphy v Slough Borough Council [2005] ICR 721, CA	4.87, 4.88, 4.183
Murray v Newham Citizens Advice Bureau Ltd [2003] IRLR 340, EAT	2.116, 2.121, 2.122, 2.123
Murray v Powertech (Scotland) Ltd [1992] IRLR 257, EAT	9.41
Nagarajan v London Regional Transport [2000] 1 AC 501, [1999] ICR 877, [1999] IRLR 572, HL	7.02, 7.07, 7.32, 7.33
National Probation Service for England and Wales v Kirby [2006] IRLR 580, EAT	7.15
NCH Scotland v McHigh UKEAT/0010/06	4.58, 4.61
Nichols v The Governors of Kingsley School EAT/0206/03	4.74
Noone v North West Thames Regional Health Authority [1988] IRLR 195, CA	9.40, 9.92
Norton Tool Co Ltd v Tewson [1972] ICR 501	9.21, 9.34
Nottinghamshire County Council v Meikle [2004] EWCA Civ 859, [2005] ICR 1, [2004] IRLR 703, CA	2.40, 3.90, 3.102, 4.98, 4.105, 4.183, 5.61
NTL Group Ltd v Difolco [2006] EWCA Civ 1508	4.43





Table of Cases

O'Donoghue v Redcar & Cleveland Borough Council [2001] IRLR 615, CA 9.09

O'Hanlon v Commissioners for HM Revenue and Customs
 [2006] IRLR 840, EAT, [2007] IRLR 404, CA 3.86, 3.87, 4.82, 4.98, 4.102,
 4.103, 4.183, 5.59, 5.61, 10.63

O'Neill v Governors of St Thomas More School [1997] ICR 33,
 [1996] IRLR 372, [1997] ICR 33, EAT 6.07, 9.02

O'Neill v Symm & Co Ltd [1998] ICR 481, [1998] IRLR 233, EAT 5.29, 5.31

Orlando v Didcot Power Station Sports and Social Club [1996] IRLR 262 9.47

Orthet Ltd v Vince-Cain [2005] ICR 374, EAT 9.48, 9.72

Otaiku v Rotherham Primary Care NHS Trust [2007] All ER (D) 134, EAT 10.05

Owusu v London Fire and Civil Defence Authority [1995] IRLR 574, EAT 10.19, 10.20

Palmer v Southend on Sea Borough Council [1984] IRLR 119, CA 10.36

Paterson v Commissioner of Police for the Metropolis [2007]
 IRLR 763, EAT 2.40, 2.52, 2.55, 2.62, 2.63,
 2.64, 4.52, 4.53, 4.56

Patterson v Legal Service Commission [2004] IRLR 153, CA 3.22

Paul v National Probation Service [2004] IRLR 191, EAT 3.75, 4.43, 4.115, 4.183

Pendragon Plc (t/a CD Bramall Bradford) v Copus [2005]
 ICR 671, EAT 10.105

Percy v Church of Scotland Board of Natural Mission [2006] IRLR 195, HL 3.133

Perera v Civil Service Commission [1980] ICR 699, CA 10.71

Pestle & Mortar, The v Turner UKEAT/0558/06/DA 10.105

Polkey v AE Dayton Services [1988] AC 344, [1987] IRLR 503, CA 10.08

Porcelli v Strathclyde Regional Council [1986] ICR 564 8.10, 8.23, 8.27

Post Office v Foley [2000] IRLR 827, CA 4.145

Post Office v Moore [1981] 1 ICR 623, EAT 10.15

Power v Panasonic UK Ltd [2003] IRLR 151, EAT 2.118, 2.124

Project Management Institute v Latif [2007] IRLR 579, EAT 3.151, 4.64, 4.74, 4.77,
 4.121, 4.183, 10.80, 10.82

Purves v Joydisc Ltd [2003] IRLR 420, Ct of Session 9.44

Quinn v Schwarzkopf Ltd [2001] IRLR 67, EAT 5.53

Quinnen v Hovells [1984] IRLR 227, EAT 3.20

R (A, B & Y) v East Sussex County Council (No.2) [2003] EWHC 167 4.129

R (Equal Opportunities Commission) v Secretary of State for
 Trade and Industry [2007] EWHC 483, [2007] ICR 1234, [2007] IRLR 327 809

76/207 Equal Treatment Directive 8.09, 8.10

Ready Mixed Concrete (South East) Ltd v Minister of Pensions [1968]
 2 QB 497, [1968] 1 All ER 433 3.11

Reed and Bull Information Systems Ltd v Stedman [1999]
 IRLR 299, EAT 8.13, 8.15, 8.23, 8.24, 8.27

Relaxion v Rhys-Harper [2003] ICR 867, HL 3.78, 4.17, 10.19

Rhys-Harper v Relaxion Group [2003] UKHL 33, [2003] IRLR 484, HL 4.26

Richmond Adult Community College v McDougall [2008]
 EWCA Civ 4, [2008] ICR 431, [2008] IRLR 227, CA 2.107

Ridout v TC Group [1998] IRLR 628, EAT 3.68, 4.141, 4.142, 4.151, 4.183

Romec v Rudham UKEAT/0069/07 4.183

Rookes v Barnard [1964] AC 1129, [1964] 2 WLR 269, HL 9.57, 9.58

Rooproy v Rollins Elliott [2005] All ER (D), UKEAT/0822/04 9.12

Ros (t/a Cherry Tree Day Nursery) v Fanstone UKEAT/0273/07 9.09

Ross Baxter v Power Lines Pipes & Cables Ltd UKEAT0068/04 4.183



Table of Cases

Ross v (1) Ryanair Limited (2) Stansted Airport Limited [2004] EWCA Civ 1751, CA.	9.10
Rothwell v Pelikan Hard Copy Scotland Ltd [2006] IRLR 24, EAT	4.61
Rovenska v General Medical Council [1998] ICR 85, CA	10.19
Royal Liverpool Children's Trust v Dunsby [2006] IRLR 351, EAT	3.105
Royal Mail Group Plc v Sharma UKEAT/0839/04/ILB	9.09
Royal National Lifeboat Institution v Bushaway [2005] IRLR 674, EAT	3.19
Rugamer v Sony Music Entertainment UK Ltd [2001] IRLR 644, EAT	2.16, 2.23
Schultz v Esso Petroleum Co Ltd [1999] IRLR 488CA.	10.38, 10.41
Science Research Council v Nassé [1979] IRLR 465, HL	10.71, 10.74
Scott v Commissioner of Inland Revenue [2004] IRLR 713	9.54, 9.55
Scott-Davies v Redgate Medical Services [2007] ICR 348, EAT	10.06
Scottish and Southern Energy & Mackay UKEATS/0075/06.	4.61
Secretary of State for Work and Pensions v Heggie UKEAT/0482/07/JOJ	4.77
Secretary of State for Work and Pensions v Macklin UKEAT/0370/07[2008] All ER (D) 413	4.08, 4.19
Selvarajan v Inner London Education Authority [1980] IRLR 313, EAT	10.71
Shamoon v Chief Constable of the Royal Ulster Constabulary (Northern Ireland) [2003] ICR 337	3.112
Sheehan v Post Office Counters Ltd [1999] ICR 734, EAT	3.23
Sheriff v Klyne Tuggs Lowestoft Ltd [1999] ICR 170, CA	9.07, 9.77
Shove v Downs Surgical [1984] 1 All ER 7	9.18
Sidhu v Aerospace Composite Technology [2000] IRLR 602, CA.	3.168
Simpson v West Lothian Council UKEAT/0049/04.	4.183
Simrad Ltd v Scott [1997] IRLR 147, EAT	9.72
Singh v University Hospital NHS Trust UKEAT/1409/01	9.53
Slack v Greenham (Plant Hire) [1983] ICR 617	10.94
Smith v Churchill Stairlifts plc [2005] EWCA 1220, [2006] ICR 524, [2006] IRLR 41, CA	2.40, 4.22, 4.37, 4.39, 4.42, 4.51, 4.57, 4.58, 4.59, 7.27
Smith v Network Rail Infrastructure UKEAT/0047/07/DA, EAT	4.71
Smith v Vodafone UK Ltd [2001] UKEAT/0564/01	8.22
Smiths Detection Watford Ltd v Berrieman UKEAT/0144/05, [2005] All ER (D) 56, EAT	4.19, 4.77
Snowball v Gardner Merchant [1987] ICR 719, [1987] IRLR 397, EAT	8.13, 8.15
Sougrin v Haringey Health Authority [1992] ICR 650, CA	10.19, 10.20, 10.22
South East Sheffield Citizens Advice Bureau v Grayson [2004] IRLR 353, EAT	3.12, 3.48
Southampton City College v Randall [2006] IRLR 24, EAT	4.61, 4.70, 4.120, 4.183
Spence v Intype Libra Ltd [2007] All ER (D) 261, EAT	2.13, 2.111, 2.112
Stewart v Cleveland Guest (Engineering) Ltd [1994] ICR 535, [1994] IRLR 440, EAT.	8.10
Stott v Governing Body of St Aelred's Catholic Technology College NHS Foundation Trust UKEAT0322/05.	4.183
Street v Derbyshire Unemployed Worker's Centre [2004] EWCA Civ 964	7.20
Sunderland City Council v Conn [2007] EWCA Civ 1492	8.36
Surrey Police v Marshall EAT/774/01	4.156
Swift v Chief Constable of Wiltshire Constabulary [2004] ICR 909, [2004] IRLR 540, EAT	2.100, 2.103
Swithland Motors Plc v Clarke [1994] ICR 231, EAT	4.72, 10.24
Tait v Redcar & Cleveland Borough Council UKEAT/0096/08	10.19
Tanfern Ltd v Cameron-MacDonald [2000] 1 WLR 1311, CA	10.122

Table of Cases

Tarback v Sainsbury Supermarkets [2006]	
IRLR 664, EAT	4.59, 4.61, 4.62, 4.65, 4.70, 4.115, 4.183
Taylor v OCS Group [2006] EWCA Civ 702, [2006]	
IRLR 613, CA	2.40, 2.113, 3.109, 4.183, 5.36, 5.37
Thomas v Robinson [2003] IRLR 7, EAT	8.26
Times Newspapers v Fitt [1981] ICR 637, EAT	10.100
Travis v Electronic Data Systems [2004] EWCA Civ 880	4.74, 4.183
Tudor v Spen Corner Veterinary Centre, Case No 2404211/05,	
IDS Brief 809	6.09, 6.22, 6.23, 6.25
Tyagi v BBC World Service [2001] IRLR 465, CA	10.19, 10.23
University of Cambridge v Murray [1993] ICR 460, EAT	10.15
Vento v Chief Constable of West Yorkshire Police (No.2)	
[2003] IRLR 102, CA	9.32, 9.33, 9.43, 9.45, 9.46, 9.47
Viasystems (Tyneside) Ltd v Thermal Transfer (Northern) Ltd	
[2005] IRLR 995, CA	3.169
Vicary v British Telecommunications plc [1999]	
IRLR, EAT	2.40, 2.47, 2.59, 2.70, 4.45, 10.64
Villalba v Merrill Lynch and Co. Inc [2007] ICR 469	7.33
Virdi v Commissioner of Police of the Metropolis [2007]	
IRLR 24, EAT	10.16
Virgo Fidelis Senior School v Boyle [2004] ICR 1210, HL	9.57
Visa International Services Association v Paul [2004] IRLR 42, EAT	9.18
Voith Turbo Ltd v Stowe [2005] IRLR 228	9.47
Wall's Meat Co v Khan [1979] ICR 52, CA	10.36
Wandsworth NHS Primary Care Trust v Obo, vo EAT0237/05	7.28
Waters v Commissioner of Police of the Metropolis [1997] ICR 1073, HL	7.16
Way v Crouch [2005] ICR 1362, [2005] IRLR, EAT	9.11, 9.13
Wheat v E Lacon & Co Ltd [1966] 1 All ER 582	4.30
Wilding v British Telecommunications Plc [2002] EWCA Civ 349, [2002]	
ICR 1079, [2002] IRLR 524, CA	9.68, 9.70
Wileman v Minilec Engineering [1988] ICR 318, [1988] IRLR 144, EAT	8.15, 8.19
Williams v J Walter Thompson Group Ltd [2005] EWCA Civ 133,	
[2005] IRLR 375, CA	2.40, 4.58, 4.88, 4.97, 4.183, 5.48
Williams v University of Nottingham, EAT/0124/07, [2007]	
IRLR 660	3.51
Wood Group Engineering (North Sea) Ltd v Robertson, UKEAT/0081/06	3.34
Woodrup v London Borough of Southwark [2003] IRLR 111, CA	2.73, 2.75, 10.62
Yeboah v Crofton [2002] IRLR 634, CA	3.182, 9.47, 10.118
York Trailer Company v Sparks [1973] IRLR 348, NIRC	9.31
Zaiwalla & Co v Walia [2002] IRLR 697	9.54

TABLE OF LEGISLATION

Civil Liability (Contribution) Act 1978	
s 2(1)	9.11
Disability Discrimination	
Act 1995	1.05, 1.06, 1.07, 1.10, 1.14, 1.21, 1.38, 1.43, 1.44, 1.45, 2.01, 2.09, 2.10, 2.14, 2.16, 2.17, 2.19, 2.20, 2.21, 2.25, 2.28, 2.32, 2.33, 2.36, 2.40, 2.44, 2.57, 2.64, 2.71, 2.74, 2.79, 2.81, 2.86, 2.107, 2.114, 2.115, 2.116, 2.117, 2.119, 2.121, 2.122, 2.126, 2.129, 2.130, 2.132, 2.134, 2.135, 3.05, 3.06, 3.08, 3.10, 3.23, 3.37, 3.38, 3.43, 3.44, 3.45, 3.47, 3.52, 3.53, 3.54, 3.56, 3.61, 3.64, 3.65, 3.102, 3.105, 3.107, 3.113, 3.118, 3.121, 3.123, 3.163, 4.02, 4.05, 4.11, 4.25, 4.26, 4.27, 4.30, 4.35, 4.36, 4.48, 4.54, 4.72, 4.78, 4.90, 4.91, 4.108, 4.117, 4.120, 4.122, 4.135, 4.140, 4.161, 4.163, 5.01, 5.02, 5.18, 5.19, 5.37, 5.51, 5.55, 5.59, 6.01, 7.01, 7.08, 7.09, 7.14, 7.15, 7.16, 7.17, 7.25, 7.26, 8.01, 8.03, 8.05, 8.08, 8.10, 8.11, 8.14, 8.19, 8.33, 9.03, 9.04, 9.13, 9.14, 9.27, 9.50, 9.52, 9.92, 10.48, 10.76, 10.90, 10.91, 10.92, 10.95, 10.96, App.1
Pt I	2.08
Pt II	1.04, 1.45, 2.08, 3.01, 3.02, 3.03, 3.04, 3.35, 3.58, 3.118, 3.162, 3.188, 4.04, 4.15, 9.10, 10.15
Pt III	9.10
s 1	2.02, 2.53, 2.61, 4.52, 4.55, 4.157
s 1(1)	2.02
s 1(2)	2.02
s 2	2.08, 2.09
s 2(5)	2.09
s 2(8)	4.182
s 2(9)	4.182
s 3	2.11
s 3(1)	2.30
s 3(3)	2.13, 4.67, 4.69
s 3(3)(c)	4.67
s 3(4)	4.67, 4.69
s 3(4)(a)	4.67
s 3(4)(b)	4.67
s 3A	1.07, 3.03, 3.59, 3.124, 3.148, 5.42, 8.01
s 3A(1)	3.03, 5.01, 5.03, 5.07, 5.09, 5.23, 8.07
s 3A(1)(a)	5.06, 5.09, 5.12
s 3A(1)(b)	3.149
s 3A(2)	3.03, 4.04, 4.05
s 3A(3)	5.07
s 3A(4)	5.07
s 3A(5)	1.11, 3.03, 6.02
s 3A(6)	5.07
s 3B	1.11, 3.03, 8.29
s 3B(1)	8.04
s 3B(2)	8.04, 8.22
s 3BG	3.124
s 4	3.05, 3.07, 3.49, 3.55, 3.124, 3.145, 3.153, 4.04, 4.05, 4.10, 4.23, 7.04, 7.10, 7.27, 7.28
s 4(1)	3.55
s 4(1)(a)	3.57, 3.59, 3.62
s 4(1)(b)	3.73
s 4(1)(c)	3.77, 3.78, 3.79
s 4(2)	3.55, 3.80, 3.82
s 4(2)(a)	3.83
s 4(2)(b)	3.91, 3.94, 3.97
s 4(2)(c)	3.92
s 4(2)(d)	3.100, 3.102, 3.103, 3.111, 8.29
s 4(3)	1.11, 3.55, 3.114, 8.05
s 4(3)(a)	3.81
s 4(4)	3.96
s 4(5)	3.101
s 4(6)	3.49
s 4A	1.07, 3.59, 3.63, 3.78, 3.135, 3.142, 3.145, 3.153, 4.03, 4.04, 4.06, 4.15, 4.16, 4.55, 4.160
s 4A(1)	4.04, 4.06, 4.07
s 4A(1)(b)	4.29
s 4A(2)	3.63, 4.04, 4.07, 4.23
s 4A(2)(a)	4.17, 4.18
s 4A(2)(b)(i)	4.17
s 4A(2)(b)(ii)	4.17
s 4A(3)	3.63, 4.04, 4.07, 4.13, 4.136, 4.144, 4.145
s 4B	3.25, 3.26, 3.27, 3.28, 3.49

Table of Legislation

ss 4B-15C	1.11	s 16A	3.07, 3.115, 3.124, 4.17, 8.06
s 4B(1)	3.126	s 16A(3)	8.06
s 4B(2)	3.127, 8.05	s 16A(4)	4.04
s 4B(4)	3.130, 4.15	s 16A(4)-(6)	3.117, 4.23
s 4B(5)	3.130	s 16B	3.64
s 4B(6)	3.129	s 16C	3.113, 3.188, 8.30
s 4B(7)	3.129	s 16C(1)	3.188
s 4B(8)	3.49	s 16C(2)	3.188, 8.30
s 4B(9)	3.25, 3.37	s 17A	4.04, 4.05, 4.179, 10.09
ss 4C-4F	3.133	s 17A(1C)	1.11, 4.04, 6.30, 10.74, 10.75, 10.78
s 4C(3)	3.134	s 17A(2)	4.182, 9.01, 9.90, 9.91
s 4C(5)	3.133	s 17A(3)	9.03, 9.06
s 4D	3.135	s 17A(4)	9.40
s 4D(4)	8.05	s 17A(5)	9.93
s 4E	3.135, 4.15	s 17B(1)	3.188
s 4F	3.136	s 17C	10.90, 10.95, 10.101
s 5	1.07	s 17C(1)(3)	10.91
s 6	1.07, 3.78, 4.03, 4.24	s 17C(2)(1)	10.90
s 6(1)	4.20	s 17C(2)(2)	10.95
s 6(2)	4.17, 4.21, 4.24	s 18A	4.04, 4.162
s 6A	3.138	s 18A(1)	4.164, 4.166
ss 6A-6C	3.137	s 18A(2)	4.164
s 6A(2)	8.05	s 18A(3)	4.164
s 6B	3.139, 4.15	s 18A(4)	4.166
s 6B(4)	3.139	s 18B	4.74, 4.79, 4.95, 10.83
s 7	4.89	s 18B(1)	4.04, 4.12, 4.74, 4.95, 4.96
s 7A(1)	3.140	s 18B(1)(a)	4.64
s 7A(2)	3.140	s 18B(1)(g)	4.90
s 7A(3)	3.140	s 18B(2)	4.04, 4.99, 4.101
s 7A(4)	3.141, 8.05	s 18B(3)	4.176
s 7B	3.142, 4.15	s 18B(5)	4.176
s 7C	3.143	s 18D	3.58, 3.113, 8.29
s 7C(3)	8.05	s 18D(2)	3.56, 4.04, 4.20, 4.26, 4.31
s 7D	3.143, 4.15	s 19(1)	7.15
s 12	3.126	s 24(1)(a)	5.06
s 13	3.144, 3.145	s 25(1)	9.10
s 13(3)	8.05	s 49A	1.13, 3.159
s 14	3.144, 3.145, 4.15	s 49A(2)	1.14
s 14A(1)	3.147	s 49B(1)(a)	1.15
s 14A(2)	3.150, 8.05	s 49B(2)	1.15
s 14A(3)	3.148	s 51(5)	3.171
s 14A(5)	3.146, 3.148	s 55	3.03, 3.116, 7.04, 7.18
s 14B	3.151, 4.15, 4.107	s 55(1)	3.03
s 14C	3.152	s 55(2)(a)	7.04
s 14C(1)	3.153	s 55(2)(a)(i)	7.08, 7.15
s 14C(2)	3.153, 8.05	s 55(2)(a)(ii)	7.12, 7.15
s 14C(4)	3.152	s 55(2)(a)(iii)	7.14, 7.19
s 14D	3.152, 3.153, 4.15	s 55(2)(a)(iv)	7.15, 7.16, 7.19
s 15A	3.155, 8.05	s 55(2)(b)	7.02, 7.04
ss 15A-15C	3.155	s 55(3)	7.25, 7.28
s 15B(1)	3.156	s 55(4)	7.20
s 15B(2)	3.157, 8.05	s 55(5)	1.11, 7.03, 7.28
s 15C	3.158, 4.15		

Table of Legislation

<p>s 56 10.54, 10.59</p> <p>s 56(2) 10.53</p> <p>s 56(3) 10.56, 10.57</p> <p>s 56(4) 10.52</p> <p>s 57 3.180, 3.182</p> <p>s 57(1) 3.180, 3.184</p> <p>s 57(2) 3.180, 3.181, 3.183</p> <p>s 57(3) 3.187</p> <p>s 58 3.162, 3.174, 3.175</p> <p>s 58(1) 3.164</p> <p>s 58(2) 3.177</p> <p>s 58(3) 3.177</p> <p>s 58(5) 3.165, 3.170, 8.38</p> <p>s 59 3.122, 4.92, 4.125, 4.126, 4.128, 4.129, 4.132, 4.133</p> <p>s 59(1) 3.119, 5.56</p> <p>s 59(2A) 3.118</p> <p>s 64 3.53, 4.15</p> <p>s 64A 3.161</p> <p>s 64A(2) 3.162</p> <p>s 68 3.07, 3.20, 3.24, 3.26, 3.48, 3.50</p> <p>s 68(1) 3.48</p> <p>sch 1 2.04, 2.07</p> <p style="padding-left: 20px;">para 1 2.21, 2.32</p> <p style="padding-left: 40px;">para 1(1) 2.103</p> <p style="padding-left: 40px;">para 1(2) 2.15, 2.114</p> <p style="padding-left: 40px;">para 1(2)(b) 2.117</p> <p style="padding-left: 20px;">para 2 2.05, 2.93, 10.47</p> <p style="padding-left: 40px;">para 2(1) 2.93</p> <p style="padding-left: 40px;">para 2(2) 2.93, 2.102, 2.104</p> <p style="padding-left: 40px;">para 3(1) 2.86, 2.90, 2.91, 2.92</p> <p style="padding-left: 40px;">para 3(2) 2.86</p> <p style="padding-left: 20px;">para 4 2.06</p> <p style="padding-left: 40px;">para 4(1) 2.40</p> <p style="padding-left: 20px;">para 6 2.71, 2.76, 2.77</p> <p style="padding-left: 20px;">para 6A 2.84, 2.129</p> <p style="padding-left: 20px;">para 6A(2) 2.129</p> <p style="padding-left: 20px;">para 7 2.10, 2.126, 2.127</p> <p style="padding-left: 20px;">para 8 2.85, 4.48</p> <p style="padding-left: 20px;">para 8(1) 2.78, 2.79, 2.81, 2.82, 2.83</p> <p style="padding-left: 20px;">para 8(1)(b) 2.83</p> <p style="padding-left: 20px;">para 9 2.129</p> <p>sch 2 2.09</p> <p style="padding-left: 20px;">para 5 2.09</p> <p>sch 3 4.67, 4.69</p> <p style="padding-left: 20px;">para 3 10.15</p> <p style="padding-left: 20px;">para 3(2) 10.43</p> <p style="padding-left: 20px;">para 3(3) 10.17</p> <p style="padding-left: 20px;">para 3(3)(b) 4.04</p> <p style="padding-left: 20px;">para 3(3)(c) 4.04, 10.24</p> <p>sch 3A 10.90, 10.91, 10.95</p> <p>sch 4 4.179</p>	<p>pt 1 4.04, 4.162</p> <p>para 1 4.163</p> <p>para 2 4.172, 4.179</p> <p>para 2(2) 4.180</p> <p>para 2(3) 4.180</p> <p>para 2(4) 4.180</p> <p>para 2(6) 4.163, 4.181</p> <p>para 2(7) 4.181</p> <p>Disability Discrimination</p> <p style="padding-left: 20px;">Act 2005 1.12, 2.32, 2.79</p> <p style="padding-left: 40px;">s 3 1.13</p> <p>Disabled Persons (Employment)</p> <p style="padding-left: 20px;">Act 1944 1.04</p> <p style="padding-left: 40px;">s 6 2.10, 2.126</p> <p>Employment Act 2002 10.03</p> <p style="padding-left: 20px;">s 31 9.64</p> <p style="padding-left: 20px;">s 31(2) 9.67</p> <p style="padding-left: 20px;">s 31(3) 9.65</p> <p style="padding-left: 20px;">s 31(4) 9.66</p> <p style="padding-left: 20px;">s 32(3) 10.31</p> <p style="padding-left: 20px;">s 98A 10.08</p> <p style="padding-left: 20px;">sch 4 10.05</p> <p>Employment</p> <p style="padding-left: 20px;">Act 2008 10.04, 10.07, 10.08, 10.10</p> <p style="padding-left: 40px;">s 3 10.08</p> <p>Employment Rights Act 1996</p> <p style="padding-left: 20px;">s 45G 7.20</p> <p style="padding-left: 20px;">s 111(2) 10.35</p> <p style="padding-left: 20px;">s 114 9.02</p> <p style="padding-left: 20px;">s 115 9.02</p> <p style="padding-left: 20px;">s 123 9.03</p> <p style="padding-left: 20px;">s 124 9.04</p> <p style="padding-left: 20px;">s 203 10.90</p> <p style="padding-left: 20px;">s 230 3.08</p> <p>Employment Tribunals Act 1996</p> <p style="padding-left: 20px;">s 18 10.92, 10.94</p> <p>Equality Act 2006 1.18, 1.21, 1.24, 1.39</p> <p style="padding-left: 20px;">s 3 1.19</p> <p style="padding-left: 20px;">s 8 1.20</p> <p style="padding-left: 20px;">s 8(3) 1.20</p> <p style="padding-left: 20px;">s 14 1.21</p> <p style="padding-left: 20px;">s 15 1.22</p> <p style="padding-left: 20px;">s 25 3.64</p> <p style="padding-left: 20px;">s 28(1) 1.23</p> <p style="padding-left: 20px;">s 42 1.21</p> <p>European Communities Act 1972</p> <p style="padding-left: 20px;">s 2(1) 1.26, 1.29</p> <p>Health and Safety at Work Act 1974</p> <p style="padding-left: 20px;">s 2(1) 4.122, 4.129</p> <p>Income Tax (Earnings and Pension) Act 2003</p> <p style="padding-left: 20px;">ss 401–403 9.18</p> <p>Law Reform (Contributory Negligence)</p> <p style="padding-left: 20px;">Act 1945 9.13</p>
--	---

Table of Legislation

<p>Law Reform (Miscellaneous Provisions) Act 1934</p> <p style="padding-left: 20px;">s 1(1) 3.42</p> <p>Limitation Act 1980</p> <p style="padding-left: 20px;">s 33 10.44</p> <p>Local Government and Housing Act 1989</p> <p style="padding-left: 20px;">s 7 3.65</p> <p>Mental Health Act 1983 2.01, 2.108</p> <p>National Minimum Wage Act 1988</p> <p style="padding-left: 20px;">s 49 10.90</p> <p>Occupiers' Liability Act 1957 4.30</p> <p>Partnership Act 1890</p> <p style="padding-left: 20px;">s 1 3.137</p> <p>Protection from Harassment Act 1997 8.02, 8.25, 8.31, 8.32, 8.33, 8.37, 8.38</p> <p style="padding-left: 20px;">s 1 8.31</p> <p style="padding-left: 20px;">s 1(1) 8.31</p> <p style="padding-left: 20px;">s 1(2) 8.31, 8.38</p> <p style="padding-left: 20px;">s 1(3) 8.31</p> <p style="padding-left: 20px;">s 2 8.36</p> <p style="padding-left: 20px;">s 3 8.31</p> <p style="padding-left: 20px;">s 7 8.35</p> <p style="padding-left: 20px;">s 7(1) 8.31</p> <p style="padding-left: 20px;">s 7(2) 8.31</p> <p style="padding-left: 20px;">s 7(3) 8.31</p> <p style="padding-left: 20px;">s 7(4) 8.31</p> <p>Race Relations Act 1976 1.04, 1.14, 1.40, 3.21, 3.120, 3.167, 3.182, 4.25, 4.35, 4.36, 7.09, 7.28, 7.30, 9.07, 9.92</p> <p style="padding-left: 20px;">s 1 4.36, 6.03</p> <p style="padding-left: 20px;">s 2(1) 7.09</p> <p style="padding-left: 20px;">s 2(1)(c) 7.15</p> <p style="padding-left: 20px;">s 3A 8.03</p> <p style="padding-left: 20px;">s 41(1)(b) 4.128</p> <p style="padding-left: 20px;">s 54A 10.75</p> <p style="padding-left: 20px;">s 57 9.52</p> <p style="padding-left: 20px;">s 68(7) 10.24</p>	<p>s 73 10.90</p> <p>s 78 3.20</p> <p>Sex Discrimination Act 1975 1.04, 1.14, 4.25, 4.26, 4.27, 4.35, 4.36, 8.03, 8.08, 8.12, 8.15, 8.19, 8.26, 9.03</p> <p style="padding-left: 20px;">s 1 6.03</p> <p style="padding-left: 20px;">s 4(1)(c) 7.15</p> <p style="padding-left: 20px;">s 4(1)(d) 7.17</p> <p style="padding-left: 20px;">s 4(3) 8.05</p> <p style="padding-left: 20px;">s 4A(1)(a) 8.03, 8.11</p> <p style="padding-left: 20px;">s 4A(1)(b) 8.03</p> <p style="padding-left: 20px;">s 4A(1)(c) 8.03</p> <p style="padding-left: 20px;">s 7 10.90</p> <p style="padding-left: 20px;">s 41 10.76</p> <p style="padding-left: 20px;">s 42 10.76</p> <p style="padding-left: 20px;">s 56A(10) 10.76</p> <p style="padding-left: 20px;">s 63A 10.75, 10.76</p> <p style="padding-left: 20px;">s 63A(2) 10.76</p> <p style="padding-left: 20px;">s 65 9.52</p> <p style="padding-left: 20px;">s 66 9.52</p> <p style="padding-left: 20px;">s 74(2) 10.76</p> <p style="padding-left: 20px;">s 74(2)(b) 10.76</p> <p style="padding-left: 20px;">s 76(6) 10.24</p> <p style="padding-left: 20px;">s 82 3.20</p> <p>Sex Discrimination Act 1975 (Amendment) Act 2008</p> <p style="padding-left: 20px;">s 3 8.11</p> <p>Trade Union Labour Relations (Consolidation) Act 1992</p> <p style="padding-left: 20px;">chap III 10.10</p> <p style="padding-left: 20px;">s 207A 10.08</p> <p style="padding-left: 20px;">s 207A(1)-(4) 10.10</p> <p style="padding-left: 20px;">s 207A(4) 10.10</p> <p style="padding-left: 20px;">s 211 10.90</p> <p style="padding-left: 20px;">s 288 10.90</p> <p style="padding-left: 20px;">sch 2A 10.09</p> <p style="padding-left: 20px;">sch A2 10.10</p>
--	--

TABLE OF STATUTORY INSTRUMENTS

<p>Building Regulations 2000, SI 2000/2531. 4.93</p> <p>Civil Procedure Rules 1998/3132 10.02</p> <p> r 31 10.67</p> <p> r 31.4 10.68</p> <p> r 31.6 10.67</p> <p> r 31PD. 10.67</p> <p>Disability Discrimination Act 1995 (Amendment) Regulations 2003, SI 2003/1673. 1.08, 1.11, 3.03, 3.56, 3.102, 3.118, 3.152, 4.03, 4.20, 4.89, 4.97, 4.99, 8.01</p> <p> reg 4. 8.01</p> <p>Disability Discrimination Act 1995 (Commencement No.1) Order, SI 1995/3330. 1.04</p> <p>Disability Discrimination (Blind and Partially Sighted Persons) Regulations 2003, SI 2003/712 . . 2.128</p> <p>Disability Discrimination (Employment Field) (Leasehold Premises) Regulations 2004, SI 2004/153. 4.04, 4.171</p> <p> reg 2. 4.175</p> <p> reg 4(2) 4.169</p> <p> reg 4(3) 4.170</p> <p> reg 4(4) 4.170</p> <p> reg 5. 4.171</p> <p> reg 5(4) 4.174</p> <p> reg 6. 4.171</p> <p> reg 7(1) 4.177</p> <p> reg 7(2) 4.178</p> <p> reg 8. 4.165</p> <p> reg 9. 4.165, 4.179</p> <p>Disability Discrimination (Meaning of Disability) Regulations 1996, SI 1996/1455. 2.15, 2.114, 2.116, 2.124, 2.125, app.2</p> <p> reg 3. 2.114</p> <p> reg 4. 2.114</p> <p> reg 5. 2.92</p> <p>Disability Discrimination (Public Authorities) (Statutory Duties) Regulations 2005, SI 2005/2966 . . 1.16</p>	<p>Disability Discrimination (Questions and Replies) Order 2004, SI 2004/1168. 10.53, 10.54</p> <p> reg 4. 10.56</p> <p>Employment Act 2002 (Dispute Resolution) Regulations 2004, SI 2004/752. 10.03</p> <p> reg 14. 10.59</p> <p> reg 15. 10.29</p> <p> reg 15(2) 10.31</p> <p> reg 15(3)(a) 10.31</p> <p> reg 15(3)(b) 10.31</p> <p>Employment Appeal Tribunal Practice Direction 10.108</p> <p> para 1.4 10.109</p> <p> para 1.8.2 10.111</p> <p> para 2.1 10.112</p> <p> para 2.6 10.119</p> <p> para 8.2 10.116</p> <p> para 9.5 10.113</p> <p> para 11. 10.122</p> <p> Form 1 10.110</p> <p>Employment Appeal Tribunal Practice Statement 2005 10.108, 10.109</p> <p>Employment Appeal Tribunal Rules 1993, SI 1993/2854. . . 10.108, 10.109</p> <p> r 2A 10.109</p> <p> r 3(1) 10.112</p> <p> r 3(3) 10.111</p> <p> r 3(7) 10.113, 10.114</p> <p> r 3(10) 10.114</p> <p> r 23A 10.125</p> <p> r 23A(2) 10.125</p> <p>Employment Equality (Age) Regulations 2006, SI 2006/1031</p> <p> reg 37. 10.75</p> <p> reg 38. 9.52</p> <p> reg 43. 10.90</p> <p> sch 5. 10.90</p> <p>Employment Equality (Religion or Belief) Regulations 2003, SI 2003/1660</p> <p> reg 29. 10.75</p> <p> reg 30. 9.52</p> <p> reg 35. 10.90</p>
--	---

Table of Statutory Instruments

sch 4	10.90	Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996, SI 1996/2803	9.87
Employment Equality (Sexual Orientation) Regulations 2003, SI 2003/1661		reg 2(2)	9.87
reg 29	10.75	reg 2(b)	9.84
reg 30	9.52	reg 3	9.85
reg 35	10.90	reg 6(1)(a)	9.84
sch 4	10.90	reg 6(1)(b)	9.86
Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996, SI 1996/2349	9.62	reg 6(3)	9.87
reg 7		reg 7	9.88
Employment Tribunals (Constitution and Rules of Procedure) Regulations 2001, SI 2001/1171	10.01	Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002, SI 2002/2034	
Employment Tribunals (Constitution and Rules of Procedure) Regulations 2004, SI 2004/1861	10.01, 10.100	reg 10	10.90
reg 15(2)	10.27	Management of Health and Safety at Work Regulations 1999, SI 1999/3242	4.134
sch 1	10.01	reg 3(1)	4.134
r 4	10.27	Manual Handling Operations Regulations 1992, SI 1992/2793	4.134
r 9	10.51	reg 4	4.131
r 10(2)(d)	10.67	Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000Legislation SI 2000/1551	
r 11	10.51	reg 9	10.90
r 12	10.60	Personal Protective Equipment at Work Regulations 1992, SI 1996/2966	3.122
r 22	10.92	Sex Discrimination Act 1975 (Amendment) Regulations 2008, SI 2008/656	8.03, 8.08
r 28	10.103	Transfer of Undertakings (Protection of Employment) Regulations 1981, SI 1981/1794	1.37
r 28(2)	10.100	Transfer of Undertakings (Protection of Employment) Regulations 2006, SI 2006/246	
r 33	10.105	reg 8	10.90
r 33(1)	10.105	Working Time Regulations 1998, SI 1998/1833	
r 33(2)	10.105	reg 35	10.90
r 34	10.104, 10.105		
r 34(4)	10.104		
r 34(5)	10.103		
r 35(1)	10.103, 10.106		
r 35(2)	10.103		
r 35(3)	10.106		
r 36	10.107		
r 36(1)	10.103		
r 50	10.125		
r 50(2)	10.125		
Employment Tribunals (Constitution and Rules of Procedure) (Scotland) Regulations 2001, SI 2001/1170	10.01, 10.02		

TABLE OF EUROPEAN LEGISLATION

<p>European Convention on Human Rights Art 8 10.72</p> <p>Directives</p> <p>77/187 Acquired Rights Directive..... 1.37</p> <p>97/80 Burden of Proof Directive7.33, 10.76</p> <p>2000/78 Directive for Equal Treatment in Employment and Occupation (Framework Directive).....1.08, 1.09, 1.10, 1.11, 1.28, 1.35, 1.45, 2.18, 2.51, 3.45, 3.46, 3.47, 4.20, 4.72, 4.108, 8.10, 10.75, App.4</p>	<p>Recital 17.....4.14, 4.107</p> <p>Art 11.09, 1.10</p> <p>Art 21.10, 1.46</p> <p>Art 2(2)(a)3.46, 6.05</p> <p>Art 2(3) 8.10</p> <p>Art 3 1.10</p> <p>Art 5 1.10, 4.03, 4.14</p> <p>Art 8(2) 4.26</p> <p>Art 101.10, 10.75</p> <p>Art 11 1.10</p> <p>Treaties</p> <p>EC Treaty..... 1.26, 1.27, 1.31, 1.33</p> <p>Art 13 1.27</p>
---	---