

# NASH BRIEFING

Nash&Co  
Solicitors



## Lockdown 3.0

**Here we go again: we're back in lockdown! The Prime Minister has suggested that England could begin to move out of lockdown from mid-February; however, it appears, reading between the lines, that this most recent lock down is going to last until at least March to ensure that the vaccine has reached the most vulnerable groups and had an opportunity to take effect.**

We know that furlough remains available at the moment, at least until the end of April 2021, so that provides some security, as well as the possibility of grants of up to £9,000 per property in the retail, hospitality and leisure sectors.

What has been emphasised on this new lockdown is the availability of furlough for those with childcare needs arising from this resurgence of the virus, so it is likely that staff who are struggling with home schooling, or childcare arrangements more generally, are going to be proactively seeking to be furloughed.

There is no obligation on employers to furlough an employee at their request, but all employers need to be wary of potential indirect sex discrimination claims from female members of staff who find their roles unsustainable if they are required to work and provide childcare, so each request must be considered very carefully.

If you require any support, just let us know.



**Email:** [employment@nash.co.uk](mailto:employment@nash.co.uk) **Tel.** 01752 827081