

YOUR WEEKLY BULLETIN OF WIT AND WONDER



WE'RE ALL GONNA DIIIIIIIE! READ ON!

We investigate the subtle art of clickbait headlines.



THE NASTIEST N

Racism claim debates multiple n-word abuse in tribunal



HANGING WITH THE STARS

We name-drop our celebrity 'mates'. Can you do better?

AAAAAARGH! IT'S COMING!

Another week. Another meteor hurtling towards Earth.

According to The Independent, NASA SPOTS RECORD BREAKING, HUGE COMET HEADED TOWARDS EARTH.

Once you've stopped breathing into a paper bag and *read* the article, you'll be pleased to note that although the 80-mile-across chunk of rock and ice *is* heading vaguely in this direction, it will get no closer than Saturn, some time in 2031.

But by then you've already clicked, haven't you?

Here at WG Towers we're wondering if we should adopt this highly successful marketing technique. There **MUST** be ways of promoting what we do with a similar level of impending doom or catastrophic disaster.



How about:

SCREAMING PROFESSIONALS FLEE FROM WARNER GOODMAN EMPLOYMENT SEMINAR

More than 80 attendees ran out of an employment law seminar this week, screaming. The gathering exploded through the doors of the suite at Southampton's Ageus Bowl, yelling: "YESSSSS!"

'It was a fantastic team building exercise,' said WG senior partner Sarah Whitmore. 'And everyone agreed, once they'd come back in and settled down over tea and quality biscuits, that they felt invigorated and inspired. We'll be doing Affirmation Screaming again next time.'

Or perhaps:

LAW FIRM IN TERRIFYING HOLD UP

Southampton-based law firm Warner Goodman is reeling today, after a shocking hold up that left an employee needing emergency treatment.

'You just don't expect this kind of thing to happen to you,' said Anastasia Said.

'I was getting some urgent photocopying done for that day's employment masterclass and the machine jammed. In my panic, I tried to fix it and got my fingers caught. The first aider had to be called. I broke two fingernails and bruised my thumb.'

Or:

LAWYERS FIGHT IN THE STREET AFTER TRIBUNAL VERDICT

Employment specialists at Southampton firm Warner Goodman were spotted brawling in the street following a controversial verdict in the city's tribunal offices.

'We were pleased that our client was exonerated from any failings,' said Howard Robson. 'And shortly afterwards, while we were having a celebratory coffee from a nearby street vendor, a troupe of Civil War re-enactment enthusiasts passed us. I know Phil, the bloke that runs it, and he gave us some hats and inflatable clubs and we had a great time, bashing each other around the head. It's a great de-stresser after a tribunal hearing. I highly recommend it.'

Do you have similar clickbait headlines to seduce us? Please share them over on the Facebook page - [HERE](#)

SHOCKING COMMENTS

And speaking of provocative one-liners brings me to the case of *Phillips v Ballymore Construction Services Limited 2021*, in which a receptionist at Ballymore Construction Services Ltd claimed to have been the victim of racial discrimination after her co-workers asked whether she had touched an electrical socket to 'make her hair like that'.

Six months into her employment Miss Phillips sent an email to her managers complaining of racist remarks which she had been on the receiving end of twice. She also complained that another co-worker had used the N-word seven times.

The employee who had used the N-word was spoken to about the inappropriateness of the term. Miss Phillips' other co-workers who had made comments about her hair were given verbal warnings.

Miss Phillips felt her concerns were not addressed properly and proceeded to email her managers again.

Her managers held a grievance meeting. The comments about her hair were found to be indirectly discriminatory, however, her other concerns were dismissed.

Miss Phillips resigned in January 2019 and filed a claim in the Employment Tribunal for racial discrimination, direct race discrimination, direct sex discrimination, victimisation, harassment (sex and race) and direct disability discrimination.

The ET held that the remarks about Miss Phillips' hair, which she wears as an afro, 'were acts of direct race discrimination'. The ET 'concluded that the comment was less favourable treatment of [Miss Phillips] because of her race compared with a hypothetical white employee. The comment, even as a joke and in the context of [Miss Phillips' co-worker's] own hair, would not have been said to a white employee'.

The judge ruled that the use of the N-word which came from a non-native English speaker, was 'inquisitive' and 'naive' in the context that it was used. It was also questioned whether it was actually said seven times.

Her claim for race discrimination for the remarks about her hair was successful. However, her additional claims for direct race discrimination, direct sex discrimination, victimisation, harassment (sex and race) and direct disability discrimination were unsuccessful.

The case highlights to employers the importance of preventing and addressing discriminatory behaviour in the workplace. Employers must be able to demonstrate that they have taken 'reasonable steps' to prevent harassment before the act of discrimination or harassment occurs. Equal Opportunities policies are a good example of how this can be shown, along with adequate diversity training for managers and supervisors.

EVENTS SEASON

2021

APR 28
HR Hangout -
Managing Alcohol and
Drug Misuse

JUL 19
Practice Makes Perfect
Masterclass

OCT 6
Settlement Agreement
Masterclass

NOV 23
Litigation Lessons
Masterclass



STARRY, STARRY SIGHT



Hot on the heels of John Travolta in Morrisons last week, we hear of Ed Sheeran wowing regulars at Birmingham pub. He showed up with rapper Jaykae at The Roost in Small Heath and there was quite the sing-along.

Not to be outdone, I should tell you that none other than Michael Buerk of BBC newsreader/I'm A Celebrity fame used to baby-sit me. Honestly! When he was on South Today and lived down the road he was in my mum's baby-sitting circle.

I asked the team which celebrities *they* had passed time with and, buckle in everyone, it's quite a ride!

Howard: I met Hugh Dennis...at our skydiving club. Had a chat. He was supporting a mate doing it for charity... he was just a nice bloke really. No pretensions. Unlike Ross Kemp who had a large entourage of admirers in tow, laughing at every silly comment/swear he made. Just such a fuss... the big 'I am'. Tiresome and rowdy.

Natasha: I met Alan Rickman in a posh Chinese in Mayfair and loved Alan Rickman so could only say 'You are Alan Rickman!' to which he replied with a smile: 'Yes I am'. I used to go to the same baby swimming group with Mark from Take That, too.

Farah: I met Nile Rodgers who was very engaging and singled out members of the audience for random things. He told me he liked my "get-up"!

Louise: Michael Caine used to live a few doors down from us – saw him walk by the window a few times. There were rumours that Scary Spice was going to buy his house when he moved on – sadly, she did not. And Midsomer Murders was filmed in my village once. That was quite exciting. My sister and I (aged 11 and 9) asked John Nettles if they needed any extras – sadly, they did not.

Sarah: Well, if we're talking about people who *just went by us*, Charles and Diana drove past the end of our road when they were on their way to Southampton Airport to go on their honeymoon. I waved my flag!

What stars have you met? Do tell us over on the Facebook page - [HERE](#)

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