

Get an overview of the employment law framework operating in the UK

All organisations need to ensure they understand UK employment law if they are to optimise their workforces and protect themselves from employee litigation, which can result in financial loss, reputational damage and organisational disruption.

Our introduction-level employment law training course is a one-day workshop that offers the perfect opportunity to get to grips with the fundamentals of practical employment law quickly. The highly interactive programme covers the five most important areas of workplace employment law and the ways in which it is applied and interpreted on a day-to-day basis.

- The employment relationship
- Dealing with discrimination
- Parental rights
- Managing poor performance and absence
- Discipline, grievances and dismissal

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An enjoyable course on employment law using layman's terms!

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About the speaker



Kerry Scott-Patel LL.B

is a solicitor (non-practising) specialising in employment law. She designs and delivers training for domestic and international clients, in both the public and private sectors, on all aspects of workplace law. Kerry has over ten years' experience as a practising solicitor, first with Radcliffes Le Brasseur in the UK and subsequently with DLA Piper in the Middle East. Based in Dubai and Abu Dhabi, Kerry had responsibility for growing the firm's employment law practice with local and international clients. Kerry has advised both human resources personnel and in-house counsel on matters relating to the drafting of employment documents, management of employees, termination of employment and claims made by current and former employees. Kerry is a Member of the Employment Lawyers Association.

Is this right for me?

This course is suitable for HR and personnel managers, employment relations professionals, in-house counsel and other lawyers who advise on staff matters, line managers and others who have – or expect to have – people management responsibilities in the UK.



Morning session

Welcome and Registration

The Employment Relationship

- Recruitment
- Making and changing employment contracts
- Express and implied contract terms
- Holidays
- References
- Employment Status
- Part-time workers
- Fixed-term employees

Discrimination

- The protected characteristics
- Different ways of discriminating
- Harassment and bullying

Afternoon session

Lunch and networking

Discipline, Grievances and Dismissal

- Procedures and how to implement them fairly
- The Acas Code 2015
- Wrongful, unfair and constructive dismissal
- Fair reasons for dismissal
- Reasonableness
- Dealing with appeals
- Avoiding employment tribunals
- Settlements

Managing Performance and Absence

- Handling poor performance
- Managing sickness absence

Family Rights

- Maternity, paternity, parental and dependants' leave and pay
- Shared parental leave
- Dismissal and redundancy
- Flexible working

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It provided me with a great insight into this aspect of law which I previously knew little about

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Experience allowed me to gain a lot of knowledge on the depths of law to do with employment

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When the course is running:

Date: 11 June 2024 (One Day) | Delivery: Virtual | Price: £495.00

Date: 26 September 2024 (One Day) | Delivery: Virtual | Price: £495.00



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