

PROFESSIONAL LEGAL TRAINING

EMPLOYMENT LAW CONSORTIA TRAINING PROGRAMME

PRIVATE AND CONFIDENTIAL

INTRODUCTION

The University of Law is the UK's longest-established specialist provider of legal education. We have trained more practising lawyers than anyone else in the UK. We are also the largest provider of training for legal apprentices in the UK.

Our track record of excellence in learning and development has helped us establish worldwide connections with the legal services market. This is why many leading global law firms work exclusively with us to develop their people, and why legal employers of all types want to meet our students. We work with 90 of the top 100 UK law firms, many of whom send their trainees and lawyers exclusively to us.

As one of the UK's longest-established providers of professional legal education, we pride ourselves in offering quality legal training that delivers results for organisations and their employees. Whether for trainees or qualified lawyers, international associates or support staff, we have refined our training programmes to deliver flexible, specialist training that will add instant value to their businesses.

Quality teaching

Our tutors are qualified lawyers with real life experience in practice and have years of experience in designing and delivering the highest quality professional development courses. As well as delivering legal training of the highest quality, our courses develop skills in problem-solving, weighing up arguments, critical thinking and commercial awareness. Our training programmes are designed to prepare your employees for the real-life challenges of the working world. All our programmes provide the highest quality training, delivered by experienced practitioners, enhancing your employees' legal knowledge and technical skills in an interactive and practical setting.

All of our training programmes are designed with a unique, varied and innovative learning approach proven to deliver self-reliant professionals who can compete in the fast-changing professional world.

Location

The courses will be delivered online on dates published well in advance, to delegates who are booked onto each course. The courses can, if preferred, also be delivered in-house to a firm's employment team. If firms wish to offer a seminar to their clients'; HR professionals and senior managers seeking an overview of the essential principals of employment law, the courses can be booked for this purpose.

PROGRAMME

Comprising six virtual sessions, each interactive workshop will focus on a key area of employment law and practice which can be discussed in depth with fellow professionals using case studies based on real life scenarios.

Course Overview

Suitable for lawyers with between 1-5 years PQE at any firm with an employment practice, the courses will be delivered using our highly successful consortium model. Firms can join the new Employment Training Consortium. This carries no obligation regarding use of the consortium courses but simply the right to be notified of courses and to send delegates on a shared cost basis on any of the courses on the programme. Firms can then benefit from the training provided, as and when it suits the needs of the firm's solicitors. Lawyers can attend as many or as few of the session as they wish.

Delivered by an experienced employment solicitor with over 25 years of working in private practice, each session will include an overview of the key legal principles and a summary of the key discussion topics.

Case studies are based on actual cases, ensuring that they are relevant and up to date.

SESSIONS

Dates: 25th April 2023 – 21st February 2023

Time: 9.30am – 12pm

Location: Online

Advising on Managing Poor Performance and Sickness Absence | 25th April

- Why does it matter?
- Clarity over performance objectives and appraisals
- Patterns of sickness absence
- Long term sickness
- Managing people with disabilities
 - Defining disability
 - Medical evidence
 - Making reasonable adjustments
 - The importance of process and documentation
- Dismissals
- Capability under the Unfair Dismissal Regime

Advising on Complex HR Matters | 2ND May

- Performance issues
- Conduct or capability?
- Managing poor behaviours: bullying, harassment and discrimination
- Breakdown in trust and confidence: SOSR
- Effective handling of grievances, disciplinarys and investigations
- Conduct v capability procedures
- Protected conversations

Latest issues under TUPE | 9th May

- What is TUPE? What does it do?
- Who is assigned to the contract?
- Defining economic entity
- Changes in service delivery
- Case law
- Consultation and the duty to provide information
- Changes to Terms and Conditions after transfer

Post-COVID employment law challenges | 16th May

- Flexible working and discrimination
- Managing performance
- Health & Safety
- Privacy, Data Protection and confidentiality
- Changing contractual Terms & Conditions
- Redundancies

Mental Health and Disability Discrimination | 23rd May

- Defining disability
- Types of disability
- Mental health and disability
- Importance of knowledge on the part of the employer
- The duty to make reasonable adjustments
- Managing mental health on a day-to-day basis

Effective handling of redundancies | 30th May

- Defining redundancy
- Getting the business case right
- Pooling, “Slotting In” and Selection criteria
- Consultation
- Managing the redundancy process
- Suitable Alternative Employment

TUTOR BIOGRAPHIES

The University of Law has a pool of experienced and knowledgeable tutors who are used to teaching professionals. Our tutors are qualified lawyers with real life experience in practice and have years of experience in designing and delivering the highest quality professional development courses. Below are the tutor biographies of the tutors who will be involved in developing and teaching these courses. Please note that tutors are subject to availability and will be confirmed upon programme confirmation.

Gary Hay

Gary Hay, partner at Capsticks LLP, has worked for 28 years in private practice gaining experience in all aspects of employment law, including handling complex ET claims, discrimination cases, large redundancies and TUPE transfers. He also has considerable advocacy experience, having represented clients at internal disciplinary hearings, Employment Tribunals and in the Employment Appeal Tribunal. Throughout his career, he was regular speaker and trainer on employment law issues. Gary currently runs his own business undertaking complex HR investigations for organisations, supporting senior executives and HR teams to achieve better outcomes to internal disputes. He is also a Non-Executive Director of an NHS Trust and a Visiting Lecturer at the University of Law.

Tutorial staff may be subject to change by the University of Law and according to availability.

CONSORTIUM PRICING MODEL

The Consortium model offers cost-effective professional development - the total cost of each course is shared between the firms who book places in the course, pro-rata according to the number of places booked.

Each session will be delivered at an introductory price of £750 per session. Cost per delegate split between the number of delegates attending. Minimum 6 delegates.

Receive a 10% discount when you purchase all 6 sessions.

FIND OUT MORE

For general enquiries, please email inhousetraining@law.ac.uk