

In the education sector, the world of employment law and practice is one of the most interesting, satisfying, rewarding, frustrating and highly entertaining area which affects all organisations, whether they are schools, further education colleges, universities or education charities.

It is also arguably one of the highest regulated areas to wrestle with, laden as it is with numerous domestic and EU laws.

This is where our employment Solicitors help their clients in this sector. Our expertise in providing advice – both legal and practical – is formidable.

Hewitsons' employment Solicitors have a proud history of acting on behalf of many organisations who are active in the field of education, from traditional independent schools to the more modern academies, colleges to national charities, all dedicated to providing high quality education.

### What employment advice do we give?

Everything. Our specialist employment Solicitors advise their education clients on every area of employment law and practice imaginable.

We provide practical, pragmatic and commercial advice. Other law firms will tell you that they give this advice. We are different; we actually do give that advice, not just tell you that we do.

Therefore, as well as the services you would expect from employment Solicitors, such as direct dial telephone numbers and email access to qualified solicitors on a day-to-day basis:

- Do you need advice on terms and conditions of employment, perhaps changing them for existing employees? We give this advice.

- Do you have an issue relating to an employee who has been off sick for some time? We will advise you.
- Would you like help with negotiating the terms of an exit – perhaps for somebody very senior in your school or college? We provide this help.
- Do you have collective labour law issues? We will advise on not only the legal points, but also the practical issues (one of our employment lawyers was once a trade union branch representative).
- Have you received a grievance from an employee – whether claiming sex, race, disability, age or indeed any other type of unlawful discrimination? We can help you.
- Are you thinking of contracting out parts of your organisation, such as catering or grounds maintenance? We provide TUPE advice.
- Have you received a complaint that an employee is not receiving equal pay to their colleagues? We can help you.



- Have you received an employment tribunal claim – whatever that claim may be - unfair dismissal, redundancy pay, wrongful dismissal, discrimination, whistle blowing and so on? We will represent you and take you through every single stage of the process including, if you wish, advocacy at the employment tribunal hearing.

Our Solicitors can also provide our education clients with staff training on areas such as disciplinary and grievance procedures, or simply in-house general employment law updates to managers and HR colleagues.

Clients also receive monthly employment law updates and invitations to attend regular seminars throughout each year.

## Linked areas of expertise

We work alongside our colleagues elsewhere in Hewitsons who are well versed in areas of work that impact on employment and the interests of those in the education field. We can therefore provide advice in respect of areas such as health and safety, road transport and immigration.

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We pride ourselves on delivering an outstanding service to a wide range of individuals, businesses and institutions including charities, educational and sports bodies. The firm's size and breadth of specialisms means each client receives the focus it requires. We operate UK wide and have worldwide reach via our network of independent law firms, LawExchange International.

This document is written as an outline guide only and any action should not be based solely on the information given here. Appropriate professional advice should always be taken in specific instances.

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