



Introduction to employment law - A one day course for HR professionals and line managers

This course is designed to provide a basic introduction to the key areas of UK employment law. It focuses on those areas on which an employer is most likely to be challenged in an employment tribunal and on exploring commercial and practical solutions to common employment law problems.

The course is aimed at non-specialists or those new to the field and is conducted through a series of highly participative and interactive sessions focusing on detailed discussion and debate around the principles involved.

Course Programme

Welcome and introduction

- Objectives for the day
- Sources of UK employment law

Contracts of employment

- Identifying contracts of employment
- Difference between 'workers' and 'employees'
- Implied terms of the contract
- Varying terms and conditions

Dismissal

- Types of dismissal
- Wrongful vs unfair dismissal
- Qualifying for unfair dismissal rights
- Potentially fair reasons for dismissal
- The test of reasonableness
- Following a fair procedure

Discrimination law

- The scope of discrimination protection
- Direct discrimination and the burden of proof
- Indirect discrimination
- Victimisation
- Harassment

Disability Discrimination

- The definition of disability
- Disability 'related' discrimination
- The test of justification
- The duty to make reasonable adjustments

Final questions and round-up