

# in Company Training services

## **Introduction to Employment Law** **A one-day course for HR professionals and 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**