

Essentials of employment law (a two-part workshop delivered over two days)

Wednesday 17 and Thursday 18 June 2026

This highly interactive course is for HR professionals and administrators (particularly those new to HR), academic and operational line managers, new heads of department, and anyone who may value a 'refresher' course in the legal aspects of employing and managing staff.

The workshop will combine PowerPoint presentations with a wide variety of practical case studies, quizzes and polls to ensure interaction and engagement. Attendees will also receive detailed handouts on all the issues discussed.

Programme

Part 1 – Wednesday 17 June

- 10.00** Welcome and introduction.
Opening quiz: Some employment law myths.
Qualifying for rights; Contracts of employment; Employment v self-employment.
Break
Unfair dismissal; Rights to representation; Changing contracts; Time-off rights.
A concise guide to individual employment rights.
- 12.00** **Lunch break**
- 13.00** Equalities Law; Direct v indirect discrimination; Philosophical belief, Trans rights; Flexible working; Interviews.
Break
Harassment; Bullying at work; Family/parental rights; Disability; Equal Pay.
- 15.00** Summary and questions.

Part 2 – Thursday 18 June

- 10.00** Opening quiz: More employment law myths.
Redundancy (including selection criteria and consultations). Re-organisations; Transfers of undertakings.
Break
Fixed-term and part-time employees' rights; Dealing with Ill-health; Investigations.
- 12.00** **Lunch break**
- 13.00** Collective rights; Union recognition; Industrial action; 'Whistleblowing'.
Break
Settling claims/disputes; Data protection; Current & future developments (including Homeworking; recent cases and the Employment Rights Bill)
- 15.00** Summary and questions