

The HR Academy series



HR Academy

Do you wish you had more time to focus on developments in employment law? Do you want to refresh your knowledge in core areas, or enhance the skills of members of your team? Would you like to learn in a practical way from specialist employment lawyers and your fellow HR professionals?

If so, our HR Academy is for you! Designed for junior and mid-level HR professionals, our two-day course enables you to spend time away from the office developing your skills and focussing on key day-to-day areas of HR in depth. Delivered in a practical and engaging way, the course uses real-life examples, filmed case studies and group discussion to really bring the issues to life.

The course runs for two days and is designed to provide an in-depth look at the key employment law topics that you may come across as a busy HR professional, including the latest developments and forthcoming changes. But we won't just be talking at you about the law. The emphasis is on the practical application of these topics in your daily work. We'll use case studies with lots of interaction and discussion throughout the day.

Key features of the course:

- Presented by employment specialists from our market-leading team
- Real-life practical examples and filmed case studies
- Group exercises and discussions
- An opportunity to meet and discuss your issues with lawyers from our team
- Comprehensive training materials to take away, plus additional employment law guides
- Take-home online quiz to consolidate your learning
- Lewis Silkin HR Academy certificate provided on successful completion of the course

Previous attendees say...

"Current, relevant and delivered excellently. Videos and group discussions very helpful."

(Fatima Nawasra, Societe Generale)

"Lucy covered a large variety of topics in a very practical and pragmatic way rather than being too theoretical."

(Gemma Isaac, Sony Pictures Europe)

"Very good trainer, content was well thought-out and delivered."

(Candace Bertie, Serco Transport).

Course outline

Day 1:

- Working status
- The contract of employment – key terms
- Unfair dismissal overview
- Focus on absenteeism and capability dismissals
- Focus on conduct dismissals – the investigation and the hearing
- Handling redundancies

Day 2:

- Overview of the Equality Act
- Focus on race, religion/belief and sexual orientation discrimination
- Focus on disability and age discrimination
- Focus on sex/maternity discrimination and family friendly rights
- Conducting a grievance investigation
- Dealing with claims and employment tribunal procedure
- Immigration considerations
- Overview of forthcoming changes
- Take-home online quiz

Lunch is provided on both days. If you want to stay overnight, we can also assist with booking accommodation.

Dates and location

Our next HR Academies are on the following dates:

13 & 14 March 2017 - in London, hosted at our offices in Chancery Lane

9 & 10 October 2017 - in London, hosted at our offices in Chancery Lane

Cost

Two-day course - £700 + VAT per delegate

Group discount rate of £650 + VAT per delegate, for two or more bookings from the same organisation.

If you have a larger HR team, we can also run an Academy at your own premises just for you – focussing on those areas that are most relevant to your business. Please contact us for more details and pricing.

HR Academy Advanced

Following on from our popular HR Academy, the HR Academy Advanced is a one day course suitable for more experienced HR professionals or those looking for a deeper insight into some of the more complicated areas of employment law. If you have already been on the HR Academy, this course provides the ideal next step. As with all of our training, we will use real examples, filmed case studies and group discussion to bring the issues to life.

The course looks at the topical and complex issues of data protection, whistleblowing, TUPE and collective redundancies. In the afternoon session we will also use role-play to consider the practical skills as well as the legal issues involved in handling difficult workplace conversations, including negotiated dismissals.

Course outline

- Data protection obligations and monitoring employees
- Whistleblowing
- TUPE
- Collective redundancies
- Handling difficult conversations and negotiated dismissals
- End of course drinks and discussion

Dates and location

Our next HR Academy Advanced course is on the following date:

- 17 July 2017 - in London, hosted at our offices in Chancery Lane

The course runs from 9am to 5pm, with an informal drinks and discussion session from 4.30pm.

Duration and cost

One-day course - £400 + VAT per participant

Group discount rate £350 + VAT per participant, for two or more bookings from the same organisation.

How to Book

Email events@lewissilkin.com and specify which course you would like to attend.

If you would be interested in an Academy course run specifically for your own organisation, please contact Lucy Hendley or your usual contact at Lewis Silkin.

Lucy Hendley

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