



Employment Law

Training Packages

High quality, Professional Employment Law Training delivered by an Employment Law Expert

Our training courses are suitable for HR practitioners and any employees in a managerial role from team leaders and line managers to directors.

We can deliver the training online, at your premises or at an alternative suitable venue. Our pricing is based on delivering the training online, or at a venue within 10 miles of our Chesterfield, Sheffield and Mansfield offices, for up to 10 people. However, we are happy to discuss training outside of this radius and with more people should it be required.



Sara Patel and the team at Banner Jones have supported us with more complex HR queries, and we are very happy with the service provided. The team are knowledgeable and understand our business to give us the best advice and support required. I would not hesitate in recommending the Employment team at Banner Jones.

Amy Sawicki - Senior HR Advisor

Ferdinand Bilstein UK Ltd

Recruitment Training Package

Duration: **1-2 hours**

Cost (including all course materials)*: **£375+VAT**

There are a number of legal issues that apply to recruitment, including discrimination. This course will give attendees the knowledge and skills to recruit new employees in accordance with the law from identifying the vacancy right through to making the offer.

Modules include:
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- Legal issues
- Steps to lawfully and safely recruiting

Contracts & Policies Training Package

Duration: **1-2 hours**

Cost (including all course materials)*: **£375+VAT**

This course will look at the fundamental elements of the contractual relationship between employers and employees. It will help attendees to understand how the contract of employment is formed and the key factors to consider when seeking to vary terms.

Modules include:
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- Legal obligations
- Types of workers
- Policies and handbooks
- Implied terms
- Varying terms
- Breach of contract

Termination of Employment Training Package

Duration: **3-4 hours**

Cost (including all course materials)*: **£750+VAT**

This course will take attendees through an overview of the law surrounding termination of employment and in particular, unfair dismissal. It will give attendees the knowledge and skills to deal with terminations, to minimise the risk of a tribunal claim. This course will also look at the use of settlement agreements and how to hold conversations proposing settlement agreements to employees.

Modules include:
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- Performance management
- Discipline and dismissal
- Unfair dismissal - what is it?
- Appeals
- Restrictive covenants
- Settlement agreements



Thanks again for today – you really are a natural and I think the training you have provided us with will make a big difference to our managers.

Performance Management Training Package

Duration: **1-2 hours**

Cost (including all course materials)*: **£375+VAT**

Capability and poor performance are one of the five lawful reasons to dismiss an employee. This course focuses on how to identify poor performance and effectively manage poor performance in line with the law and best practice.

Modules include:
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- Importance of a performance culture
- Identifying poor performance
- Capability vs performance
- Disability and the Equality Act 2010
- How to effectively performance manage
- How to dismiss fairly for performance related reasons

Equality and Diversity Training Package

Duration: **1-2 hours**

Cost (including all course materials)*: **£375+VAT**

This course will consider the Equality Act 2010, looking at your obligations as an employer where someone has a protected characteristic. Attendees will also consider how diversity and inclusivity can be promoted in the workplace, which can help you to defend claims by showing that you took steps to prevent discrimination in the workplace.

Modules include:
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- Legal obligations
- The protected characteristics
- How to promote diversity and inclusivity

Employment Law 101 Training Package

Duration: **3-4 hours**

Cost (including all course materials)*: **£750+VAT**

This course provides attendees with an overview of the key areas of employment law and how they relate to everyday situations in the workplace. This course is ideal for anyone who is involved in people management, as it will give them the information and skills they need to manage employees in accordance with the law.

Modules include:
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- The employment relationship - an introduction and overview of the lifecycle
- Recruitment and contracts
- Potential issues during employment including leave, discipline, grievances and management
- Termination



Really useful, I hadn't realised how much I didn't know.

Tailored Training Package

Duration: **To suit**

Cost (including all course materials)*: **POA**

We can tailor all of our training to the needs of your organisation so please get in touch to discuss your requirements so that we can work with you to develop a course that suits your business and the needs of your staff. We are also happy to mix and match our courses depending on your required learning outcomes.

**Book
Now**

Contact us to discuss how our training can help you achieve legal compliance and best practice throughout your organisation.

BOOKING ENQUIRY

0344 558 5329

www.bannerjones.co.uk/trainings

