

 #oeELU

Employment Law in Education

Harmonising T&Cs, managing absence, handling restructures
and remaining compliant

www.oego.co/ELU17

Expert speakers include:

Dai Durbridge

Partner, Browne Jacobson LLP

Naseem Nabi

Partner, Veale Wasbrough Vizards

Peter Woodhouse

Partner, Stone King

OPTIMUS
UNLIMITED
CPD MEMBERS
CAN ATTEND THIS
EVENT
FOR FREE!*

KEY BENEFITS

TERMS & CONDITIONS

Harmonise staff T&Cs and
run compliant consultations

ABSENCE

Manage the impact of short-
and long-term absence

RESTRUCTURES

Build up a business case and
ensure compliance

In association with:

brownejacobson
education advisors

 **Veale Wasbrough
Vizards**

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Employee costs have increased. The challenge of managing costly absence continues. With staffing costs representing around 70% of your budget, the need for efficiency is a reality.

Knowing how to become a more commercial employer, especially in light of the current landscape, is essential to ensure you are able to survive in an increasingly competitive market.

However, with many legal pitfalls, ensuring compliance is an ongoing concern.

This is the only event where you can hear from three of the country's leading education law firms on your most pressing employment and HR concerns and gain guidance to ensure you can meet all your legal obligations.

Benefits of attending:

- remain compliant when harmonising T&Cs for teachers and support staff
- make your sickness and absence policy fit for purpose and identify key trigger points
- carry out a compliant restructure and build a strong business case.

Who should attend?

- SBMs & FDs
- HR Managers
- Headteachers
- Executive Headteachers & CEOs
- Deputy & Assistant Headteachers

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This year's speakers include...



Peter Woodhouse

Partner, Stone King

Peter is a Partner in the employment team at Stone King. Over the years, he has acted for numerous education clients in the maintained and independent sectors, both as advocate in the employment tribunal and as adviser in non-contentious matters.



Dai Durbridge

Partner, Browne Jacobson LLP

Dai is a Partner in the award winning education team at Browne Jacobson solicitors. Browne Jacobson advises over 800 schools and academies on a full range of issues, including collaboration, governance, employment law and HR. Dai is regarded as an expert in safeguarding within education.



Naseem Nabi

Partner, Veale Wasbrough Vizards

Naseem advises the firm's education clients on all issues including academy conversions, TUPE, trade union recognition and collective bargaining agreements.



Helen Badger

Partner, Browne Jacobson LLP

Helen specialises in employment within health, social care and education. She advises on a wide range of HR and employment matters, including disciplinary and grievance issues in the workplace, TUPE, equal pay, workforce change, discrimination and variation of terms and conditions of employment.



Richard Hewitt

Senior Associate, Veale Wasbrough Vizards

Richard has worked exclusively with schools and education charities, both locally and nationally, for several years and advises on a wide range of employment law issues.



Tom Wallace

HR Consultant, Browne Jacobson LLP

Tom specialises in educational HR, with a particular focus on academies. Managed and led on a variety of change management projects including restructures, workforce reductions and pay reviews.

"An excellent event, glad I took time out to attend. The speakers were very clear, informative and approachable"

SBM, BIRCHENSALE MIDDLE SCHOOL

09:00 – 09:40	Optional morning stress management top tips for staff: Practical strategies to use with staff to avoid stress-related absences		
09:00 – 09:45	Registration and refreshments		
09:45 – 10:00	Chair’s introduction and welcome: Becoming an ‘employer brand’ in a competitive market Dai Durbridge, Partner, Browne Jacobson LLP		
10:00 – 10:30 Horizon Scanning	Horizon scanning: What’s new and what’s next for employment law in education? <ul style="list-style-type: none">• An update on recent case law and implications for your school• Impact on the employment landscape in light of Brexit and movement of workers• Options and obligations of the apprenticeships levy Peter Woodhouse, Partner, Stone King		
10:30 – 11:10 Managing Absence	Managing the growing challenge of short- and long-term absence: What you can practically do to manage the cost to your school, understand key trigger points and remain compliant Naseem Nabi, Partner, Veale Wasbrough Vizards		
11:10 – 11:10	Questions		
11:10 – 11:40	Morning Refreshments		
11:40 – 12:10 Harmonising T&Cs	A strategic look at harmonising staff terms and conditions: What are the benefits to your organisation and common legal pitfalls to avoid Helen Badger, Partner, Browne Jacobson LLP		
12:10 – 12:20	Questions		
12:20 – 13:20	Streamed Sessions 1		
1A: Harmonising T&Cs Ensure you follow the correct process when harmonising T&Cs for teachers and support staff, understand the impact of TUPE and conduct compliant consultation Helen Badger, Partner, Browne Jacobson LLP	1B: Capability Learn how to legally manage capability and deal with underperformance: Follow the correct performance management process and avoid unfair dismissal <i>This session will include working through practical case studies</i> Peter Woodhouse, Partner, Stone King	1C: Retention Innovative approaches to becoming a more attractive employer: Understand what you can legally do regarding pay, rewards and incentives to attract and retain staff	1D: Safer Recruitment Ensure your safer recruitment policy and procedures are watertight and compliant: Fulfil your duties surrounding DBS checks and manage your SCR Dai Durbridge, Partner, Browne Jacobson LLP
13:20 – 14:20	Lunch, Networking & Exhibition		
14:20 – 15:20	Streamed Sessions 2		
2A: Managing Absence How to make your sickness and absence policy fit for purpose, understand triggers and how to work with Occupational Health to secure strong reports Naseem Nabi, Partner, Veale Wasbrough Vizards	2B: Disciplinary Know how to effectively manage conduct and run a robust disciplinary procedure: Build up strong evidence, act on your conduct policy and work effectively with unions Tom Wallace, HR Consultant, Browne Jacobson LLP	2C: Overseas Recruitment Ensure compliance when recruiting staff from overseas: Carry out the appropriate checks and meet your duties within Immigration Law for sponsorship procedures Richard Hewitt, Senior Associate, Veale Wasbrough Vizards	2D: Harmonising T&Cs (Repeat) Ensure you follow the correct process when harmonising T&Cs for teachers and support staff, understand the impact of TUPE and conduct compliant consultation Helen Badger, Partner, Browne Jacobson LLP
15:20 – 15:40	Afternoon Refreshments		
15:40 – 16:40	Streamed Sessions 3		
3A: Restructures & Redundancies Know how to carry out a compliant restructure and redundancies procedure: Build a strong business case and robustly manage the process Richard Hewitt, Senior Associate, Veale Wasbrough Vizards	3B: Complaints & Grievances Learn how to legally manage capability and deal with underperformance: Follow the correct performance management process and avoid unfair dismissal <i>This session will include working through practical case studies</i> Tom Wallace, HR Consultant, Browne Jacobson LLP	3C: Settlement Agreements Follow the appropriate procedure when carrying out settlement agreements: Manage the risk and learn how to manage challenging staff compliantly Peter Woodhouse, Partner, Stone King	3D: Managing Absence (Repeat) How to make your sickness and absence policy fit for purpose, understand what should trigger reviews and how to work with Occupational Health to secure strong reports Naseem Nabi, Partner, Veale Wasbrough Vizards
16.40	Conference Close		

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16th Annual One Day National Conference

2nd May 2017 – London

4th May 2017 – Manchester

How to Register

1. Book online and receive instant confirmation
www.oego.co/ELU17
2. Email: lisa.gill@optimus-education.com
3. Questions? Call Lisa on 0203 325 0375

Please see www.oego.co/TandCs for our substitutions, cancellations and refund policy.

Pricing

Prices	Book before 03/03/17	Book after 03/03/17
Primary	£269 + VAT	£319 + VAT
Secondary	£349 + VAT	£399 + VAT
LAs	£399 + VAT	£449 + VAT
Others	£429 + VAT	£479 + VAT
Unlimited CPD*	(This event is part of your subscription)	

4 steps to becoming an attractive, compliant and commercial employer

With Optimus, you get much more than just a conference. Make the most of your day, and take action back at school.

1

Before
the day

Create your account at oego.co/ELUResources and download the 9 top tips for managing short-term absence

PLUS

- Watch our webinar on stress management for staff
- Read our FAQ article on the new apprenticeships levy

2

During
the day

Have your burning questions answered by our panel of leading employment and education lawyers

PLUS

- Take away our model sickness and absence policy
- Select workshops to suit your specific needs

3

After
the day

Log in to oego.co/ELUResources and download our SLT briefing to feedback on expectations and next steps

PLUS

- Download the speaker presentations and share these with colleagues
- Use the self-assessment survey to see what you've learnt

4

Share
across your school

Learn how to take a more assertive, directing approach when carrying out the 'courageous conversation'*

PLUS

- Use the pen portraits taken from the Tackling Staff Underperformance to lead training back at school
- Download our resources to help explain the TUPE process to staff

* Access for Unlimited members only

Start accessing these resources today by creating a free delegate account on oego.co/ELUResources

Remember, Optimus Unlimited members can attend and access resources for 35+ conferences a year! Get in touch to learn more.

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