

MMD

MONDAY MORNING DISPATCH

BY Chadwick Lawrence

On the Legal Alternative this week, Sam & Nils discuss changes to the skilled worker visa and the lesser known protected characteristics under the Equality Act. Daniel provides his second instalment to his settlement discussions saga, discussing reasonable timescales for considering an offer. Catch up on our recent events, our Health & Safety Mock Trial and Equality & Diversity seminar, plus register now for our Summer Networking Event in June.



THE LEGAL ALTERNATIVE



THE MEDIA HUB



WHAT'S GOING ON



UPCOMING EVENTS

THE LEGAL ALTERNATIVE PODCAST

6. Changes to the Skilled Worker Visa and Protected Characteristics Under the Equality Act

Nils discusses more immigration changes, including changes to the skilled worker visa. Sam explores the lesser known protected characteristics under the Equality Act, providing recent tribunal cases. Additionally, Sam & Nils answer a question about whether you can ask recruitment to put forward a diverse shortlist of candidates for a position.



SPOTIFY



YOUTUBE



THE MEDIA HUB

Are you breaking up with me? Settlement discussions part two

In the second instalment, we discuss reasonable timescales for considering an offer, as well as the advantages and disadvantages of allowing a representative to attend a settlement meeting.

WHAT'S GOING ON

Catch Up on our Seminars

Health & Safety Mock Trial



We had an exceptional turnout with 185 attendees at our Health & Safety Mock Trial in collaboration with Lighthouse Risk Services LLP.

The session demonstrated the proceedings of a real-life workplace incident in court, focusing on a serious injury caused by improper waste handling. The trial underscored how easily mishaps can occur when procedures are not clear or up-to-date. The interactive session addressed the risks associated with outdated risk assessments, the importance of well-defined Safe Systems of Work, the role of manual handling procedures and training, and the legal repercussions of Health & Safety failures.

Equality & Diversity Seminar



Last week, we were back at Headingley Stadium presenting on Equality, Diversity & Inclusion with Jamie Jones-Buchanan from Leeds Rhinos.

- Sam Pawson discussed the legal framework under the Equality Act 2010 and how it protects individuals from discrimination based on nine protected characteristics. He explained the differences between direct and indirect discrimination and provided examples of recent tribunal decisions.
- Neil Wilson talked about workplace culture, highlighting the initiatives that have led Chadwick Lawrence to be recognised as one of the Sunday Times Top 500 Employers.
- Jamie Jones-Buchanan shared personal experiences of diversity and inclusion throughout his life, offering motivational and inspirational insights into his career.

A huge thank you to everyone involved and to everyone who attended. If you have any questions relating to either event, please do not hesitate to contact us at boxhr@chadlaw.co.uk.

UPCOMING EVENTS

Seminars & Events

Keep an eye out for our Autumn/Winter seminar programme which will be released soon...

- **5 June, 4:00 PM – 6:00 PM | Sedulo Leeds Office** *Commercial Connections – Summer Networking Event* (<https://www.eventbrite.co.uk/e/commercial-connections-tickets-1329646972889?aff=oddtcreator>)



 **Chadwick Lawrence**
Yorkshire's Legal People

COMMERCIAL CONNECTIONS

SUMMER NETWORKING EVENT

THURSDAY 5TH JUNE 2025
4:00 PM - 6:00 PM
SEDULO LEEDS OFFICE, 23
PARK SQUARE, LS1 2ND
DRINKS & NIBBLES PROVIDED

JOIN US FOR A RELAXED AFTERNOON
OF NETWORKING EXCLUSIVELY FOR
OUR COMMERCIAL CLIENTS, HOSTED
BY THE CHADWICK LAWRENCE
COMMERCIAL TEAMS.



Mental Health Awareness Sessions

We're partnering with **Tailored Learning Solutions** to offer two day, in person, accredited Mental Health First Aid courses at our **Wakefield office**.

Accredited by [MHFA England®](#) and the [Royal Society for Public Health](#), MHFAiders will improve knowledge and develop skills to support someone who may be struggling and what to do with crisis support.

25-26 June | 24-25 September

Details & booking: [Tailored Learning Solutions](#)
For more information, email: carolgedhill@chadlaw.co.uk



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