

MMD

MONDAY MORNING DISPATCH

BY Chadwick Lawrence

This week on The Legal Alternative Podcast, Sam is joined by special guest Madeleine Partland to discuss how menopause is addressed under Employment Law. We also tackle a frequently asked question: can employers reclaim training costs if an employee resigns shortly after completing a course? In our news segment, we examine a recent study highlighting common challenges faced by employers and practical tips for navigating them.



THE LEGAL ALTERNATIVE



THE MEDIA HUB



WHAT'S GOING ON



UPCOMING EVENTS

THE LEGAL ALTERNATIVE PODCAST

10. Menopause and Employment Law – What Employers Need to Know with Madeleine Partland

This week on the Legal Alternative, Sam is joined with special guest Madeleine Partland, focusing on the intersection of employment law and menopause and highlighting the significant increase in menopause-related claims in the workplace. The discussion covers the current legal framework regarding menopause, the lack of explicit protections, and the implications of existing laws related to sex, age, and disability.



[Watch on YouTube](#)

[Listen on Spotify](#)

THE MEDIA HUB

How can I recoup training costs paid on behalf of an employee who is leaving?

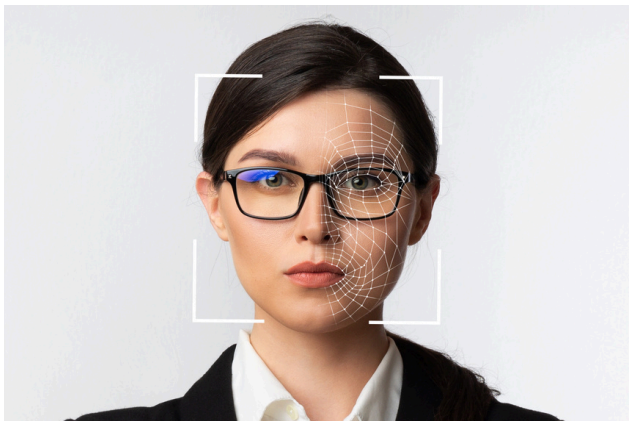


In this video, we explore the use of training costs agreements, which can provide for repayment in the event that the employee leaves within a certain period of time following completion. There are various drafting considerations to ensure the effectiveness and enforceability of such terms which we run through in the video.

WHAT'S GOING ON

Employers face rising candidate fraud and AI challenges, study finds

HireRight's 2025 Global Benchmark Report has revealed that employers are increasingly encountering false credentials, identity fraud and undisclosed criminal records during their pre-employment screening processes. The research by the background screening services firm surveyed 1,000 HR, risk, and talent acquisition professionals, found that as many as 90% of employers are reporting these issues.



The most common discrepancies were in past employment details (64%) and educational credentials (47%). Additionally, 22% of employers uncovered undisclosed convictions and one in six reported experiencing ID fraud during their hiring process.

These inconsistencies ranged from minor errors, such as incorrect job titles or employment dates, to more serious fabrications, including inflated roles or entirely fictitious employment.

AI

The report also highlights uncertainty around the use of generative AI in job applications. Globally, 70% of respondents said their organisations had not yet formed a clear stance on candidates using AI tools to craft CVs or cover letters. This signals a growing need for companies to reassess their screening processes and consider how AI is shaping both recruitment practices and candidate behaviour.

Seemingly, there is a need for organisations to review their screening process to evaluate their hiring practices and candidate applications. Despite this, not all employers conduct identity checks on their candidates.

For companies conducting ID checks internally, several challenges arise:

- **Global ID familiarity:** HR teams may not be equipped to recognise legitimate IDs from countries outside of the UK.
- **Detecting fraud:** Subtle signs can be difficult to spot without training or access to fraud databases and tools.
- **Remote hiring complications:** Verifying identity remotely via scanned documents or video calls introduces risks, such as manipulated images or AI-generated visuals.

How can employers tackle these challenges?

A robust screening process is essential to ensure that candidates not only meet the job requirements but are also who they claim to be.

Key considerations for employers include:

- **Validating ID authenticity:** ensuring the ID is a legitimate, government-issued document.
- **Confirming identity ownership:** verifying that the ID belongs to the candidate, not someone else.
- **Invest in training:** HR teams to spot red flags.
- **Develop clear policies:** clarify the acceptable use of AI.
- **Foster a culture of compliance and ethics:** establish accuracy and honesty as values.

Given the complexity and risk, many employers are turning to third-party digital ID verification services. These solutions offer:

- Global coverage and fast validation of multiple ID types.
- Enhanced security through real-time checks and fraud detection tools.
- Improved candidate experience, allowing verification via mobile devices without needing to send out physical documents.

UPCOMING EVENTS

Seminars & Events

We're now on our summer break for seminars, but keep an eye out for our Autumn/Winter programme coming soon.



Mental Health Awareness Sessions

Mental Health Training

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 struggling and what to do with crisis support.

25-26 June | 24-25 September

NEW

Neurodiversity in the Workplace Training



Tailored Learning Solutions will be running a 1 hour webinar – Neurodiversity in the Workplace Aware – on Tuesday, 02 September, at 9.30 a.m. This short webinar aims to increase awareness/understanding and explain the correct terminology to use whilst also looking at common myths around neurodiversity.

This will be followed by a one-day in-person workshop – Neurodiversity in the Workplace for Managers – which takes place on Friday, 05 September, at 9.30 a.m., Chadwick Lawrence, Paragon Point, Wakefield, WF1 2DF. The aim of the workshop is to gain understanding around neurodiversity and to gain practical tools to create a more inclusive workplace. For further details on this workshop, please contact: ken@tailoredlearningsolutions.co.uk or carolgledhill@chadlaw.co.uk.

Please note that, in order to attend the workshop you must register for and attend the one-hour webinar on 02 September. The cost for the webinar is £65 plus VAT and the fee to attend the webinar and the one-day workshop is £250 plus VAT. The course is CPD certified and, when completed, attendees will have access to the learning portal for 3 years.

Details & booking: [Tailored Learning Solutions](#)

For more information, email: carolgledhill@chadlaw.co.uk

CONTACT US



EMAIL

boxhr@chadlaw.co.uk



LINKEDIN

www.linkedin.com/company/employment-law-chadwick-lawrence-llp/



TWITTER

@YorkshireLegal



Chadwick Lawrence
Yorkshire's Legal People

Copyright (C) 2025 Chadwick Lawrence LLP. All rights reserved.

Our mailing address is:
Chadwick Lawrence LLP Dock Street Leeds, West Yorkshire LS10 1LX United
Kingdom