

Monday Morning Dispatch

YOUR WEEKLY EMPLOYMENT LAW NEWSLETTER FROM CHADWICK LAWRENCE

Coming
up this
week...

- Updates in employment and regulatory law - including disability discrimination, third-party sexual harassment, and visa sponsorship challenges.
- Redundancy processes - the role of managers and how to structure a fair process using separate personnel.
- World Mental Health Day - practical steps employers can take to support open conversations and employee wellbeing.
- Don't miss our Employment Law Update seminar next Thursday - register below!

The Legal Alternative Podcast



Previously on The Legal Alternative

We'll be back next week with another episode of The Legal Alternative. For now, catch up on previous episodes where we cover important topics such as disability discrimination, third-party sexual harassment, and both unfair and constructive dismissal. We also discuss regulatory law topics, including visa sponsorship challenges, recent immigration law changes, and modern slavery reporting obligations.

Content is no longer available

The Legal Alternative Podcast

The Media Hub



Who should run a redundancy consultation exercise?

In this video, we discuss the roles managers can play in a redundancy exercise, focusing in particular on the use of separate personnel for different elements of the process. Where size and administrative resources permit, it is often fair for different managers to be involved in scoring and running consultation meetings, but there is a degree of flexibility for employers to determine what is reasonable in each case.



Who should run a redundancy consultation exercise?

In the News



Promoting Wellness and Positive Mental Health in the Legal Workplace



Friday 10th October marked World Mental Health Day in the calendar. World Mental Health Day is an international day for global mental health education, awareness and advocacy against social stigma. The promotion of Mental Health and Awareness should be encouraged by all employers to ensure that the workplace is promoting conversation amongst staff. To mark this World Mental Health Day, we have listed below the ways in which an employer can ensure they are establishing a culture which encourages open conversations and ensures that employees always feel comfortable and supported.

1. Encourage open conversations

Checking in regularly with employees both collectively and individually can ensure that team members feel heard if they do have any issues they need to discuss at work. Having someone in the office such as a mental health first aider or a supervisor who employees know to talk to may also be helpful in the event that employees are not sure who to go to if they ever feel as though they need to talk to someone.

2. Make resources available

Employers can ensure that they are offering members of staff resources or personal strategies to manage any potential difficulties they are having. By having processes and plans in place employers are showing employees that they are prepared to support them – an example of a way an employer might do this is offer employees wellness time where they are giving their employees time within the working day to ensure that they can relax from any potential difficulties they may have talking to a colleague or going for a walk.

3. Promote flexibility and autonomy

As of 6 April 2024, all employees now have the right to submit a flexible working request under the Employment Relations (Flexible Working) Act 2023. In a lot of cases flexible working can help promote balance and recognise that people have further commitments outside of the workplace. By encouraging flexible working in the necessary circumstances employers are recognising that employees have further commitments outside of the workplace whilst also showing that they are prepared to support them if they are having difficulties.

4. Create opportunities for connection

Enabling employees to spend time with each other outside of a work setting is often a great way to get to know each other on a more personal level and encourage conversations. By organising informal meet ups such as team lunches or even team activities away from the workplace for a day can often create opportunities for connection in turn promoting conversation and improving mental wellness.

To conclude, by fostering a culture of openness, support and balance employers can create an environment for employees where employees feel valued and comfortable having conversations about any difficulties they may be going through. Investing in employee's wellbeing isn't just positive for the employees – it also improves relationships within the workplace improving the business simultaneously as people feel more comfortable at work.

Upcoming Events



Seminars & Events Autumn/Winter 2025

Employment Law and Recruitment Market Update *with Hays*

23
OCT

TIME

8:30 AM – 10:00 AM

LOCATION

Chadwick Lawrence Wakefield Office, WF1 2DF



🌐 Employment Law & Recruitment Market Update with Hays

Mock Tribunal Event: Disability Discrimination & Flexible Working

27
NOV

TIME

8:30 AM – 12:00 PM

LOCATION

Weetwood Hall Estate, Leeds, LS16 5PS



🌐 Mock Tribunal Event

Contact Us



For questions, feedback, article ideas, or story contributions, email boxhr@chadlaw.co.uk and we'll be in touch.

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