



## MANAGERS' ESSENTIAL EMPLOYMENT LAW COURSE 2026



**FULL DAY: 17 MARCH 2026, YORK 9.30AM - 4.00PM**

Updated to take into account Labour's most recent legislative changes, Torque Law have carefully designed this essential training with the protection of your organisation in mind.

This hands-on and interactive employment law course guides managers and leaders through sensitive and high stakes employment law issues from recruitment to termination, and all the stages in between.

**Delegates will have the opportunity to:**

- Gain essential knowledge through the use of practical scenarios and interactive exercises
- Develop their ability to identify employment law risks in day-to-day management
- Acquire skills to handle a range of employment situations with increased confidence
- Get up to speed on Labour's latest developments
- Consolidate understanding through Q&A's and sharing ideas and experiences with other delegates

### FORMAT & MATERIALS:

This thorough introduction to employment law is delivered in bitesize modules with plenty of practical application. A full set of materials, including a certificate of completion, refreshments and lunch will be provided.

**"Torque Law's no-nonsense approach to training builds confidence and has given our team the tools they need to manage the day-to-day challenges in this ever-changing field."**

*- Managing Director, Ellis Patents*

## COURSE CONTENT

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<b>Recruitment &amp; employment documents:</b>	recruitment processes and job offers, contracts, handbooks, and privacy notices
<b>Discrimination under the Equality Act 2010:</b>	protected characteristics, types of discrimination, defences and justification for discrimination, protection for non-employees, liabilities for employers and employees
<b>Harassment &amp; bullying:</b>	harassment claims under the Equality Act 2010, other allegations of bullying, potential civil and criminal claims and compensation
<b>Whistleblowing:</b>	what is whistleblowing? Employer's responsibilities, dealing with disclosure, potential liabilities
<b>Introduction to unfair dismissal law:</b>	avoiding unfair dismissal claims, ACAS code of practice
<b>Performance &amp; conduct management &amp; disciplinaries:</b>	setting performance and conduct expectations, performance and conduct procedural steps, performance and conduct outcomes and sanctions, tricky disciplinary issues
<b>Absence management &amp; mental health:</b>	managing absence fairly, managing the return to work, using medical reports, reasonable adjustments
<b>Grievances:</b>	informal and formal procedures, investigations, hearings and appeals, thorny issues
<b>Ending the employment relationship:</b>	protected and "without prejudice" conversations, settlement agreements

"Exceptional training on employment law delivered to our managers. Your expertise and comprehensive coverage of the topics were greatly appreciated and have significantly enhanced our team's understanding. The case study you presented was pertinent and resonated with several of our managers. It provided practical insights that are directly applicable to our work and helped clarify complex issues in a relatable manner. Your ability to engage the group and address their specific concerns was invaluable. Feedback from attendees has been overwhelmingly positive."

- Director of People and Culture, Northpoint

## BOOKING

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**Cost:** £450.00 + VAT per person

If you would like to reserve any places for 17 March 2026, or arrange for this course (in full or in part) to be delivered in-house for your team, please call **01904 437680** or email [info@torquellaw.co.uk](mailto:info@torquellaw.co.uk).

**It pays to strengthen your position with our employment law training.**