



Employment

— On your side

Employment

Our team of employment lawyers ensure that our employer clients get the advice they need, when they need it. Whether the HR issues at hand are common place, more complex, or in need of urgent action, we offer expert guidance and consider the commercial, practical and reputational elements at stake. We offer strong, consistent and solutions-based advice and do not follow a “one size fits all” approach. Our clients consider us an integral part of their HR resource knowing we are always on their side to help ensure their objectives are achieved.

What makes us different?

- Partner led approach supported by an experienced team of qualified solicitors
- Exemplary record of successfully defending and deterring claims, and securing costs against claimants
- Provide HR assistance to businesses across all sectors, from start-ups, SMEs to national organisations
- Providers of bespoke HR and management training
- Providers of an annual fixed fee helpline package
- Fixed fee workplace investigation and mediation service

How we can help you

We regularly advise clients on the full range of contentious and non-contentious employment issues, including:

- Exiting employees
- Breaches of IT systems and communications policies
- Employment Tribunal and High Court claims
- Business re-organisations and redundancies
- Contractual and policy documentation
- Data subject access requests
- Disciplinary and grievance issues and procedures
- Employment status advice and disputes
- Enforcement of restrictive covenants and NDA's
- Flexible working applications
- Managing long term/persistent sickness absences
- Managing stress, bullying, harassment, discrimination
- Performance management
- Social media issues affecting employees
- Transfer of undertakings
- Workplace investigations
- Workplace mediation services
- Changing terms and conditions of employment
- Fixed term and casual worker issues
- Secondments and Sabbaticals
- Advice around statutory and contractual entitlements/benefits
- 'Family friendly' leave issues

Our team

Our Employment team understands that employment law is a cornerstone in any business, and has the potential to throw out new and unexpected challenges on a daily basis. The team has extensive industry experience, working across a range of sectors, enabling them to provide clients with a responsive, solution-based and commercially focused service.

We pride ourselves on our comprehensive approach, working seamlessly across our practice areas and specialisms, to meet our clients' needs. Our team includes experts in corporate, property and litigation, allowing us to add value by delivering effective and commercial solutions at the fast pace our clients expect.

Led by



Helen Crossland

Partner and Head of Employment

Helen is Head of our Employment Team. She has extensive experience of all aspects of contentious and non-contentious employment law including Employment Tribunal and High Court claims, exiting employees, TUPE issues, enforcing post-termination and confidentiality restrictions, and drafting bespoke employment documentation.

To discuss how we can help you contact Helen Crossland on **020 7725 8000** or **helen.crossland@seddons.co.uk**

On your side

“I have worked with Helen for many years and her team at Seddons have been instrumental in supporting the HR directorate at Addaction with advice that as you would expect, is legally compliant but also immensely practical. Helen has a real grasp of our organisation’s culture and the context in which decisions are taken. Her advice has enabled us to successfully resolve complex ER issues without recourse to tribunal and has saved us significantly both in financial terms but also in staff time. She is used extensively by the HR team to support their decision making and she is now simply part of the team, in a way that we couldn’t imagine how we managed without her.”

— Guy Pink, Former CEO and Executive Head of HR, Addaction

“I have worked with Helen for a number of years and have consistently enjoyed exemplary service from everyone in the employment team at Seddons. Helen always responds quickly to my queries and provides excellent advice with simple and practical solutions. I have complete confidence in Helen; I am constantly impressed by her efficiency, attention to detail and quality of work. Helen and the team are a pleasure to work with, providing outstanding support and I look forward to continuing working together in the future.”

— Lisa Mack, Head of People, Tate Enterprises and Tate Catering

“We found ourselves in a very awkward HR situation. Helen stepped in immediately with very clear and robust advice. She was meticulous throughout the process drafting complex letters with great care and thought. On top of that Helen was very supportive of us through what was a difficult situation for us personally and business wise.”

— Paul Woolf, CEO, Air Studios (Lyndhurst) Limited

Business Legal Services

Employment

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