



Employment

— On your side

Employment

At Seddons, we ensure that our employer clients get the advice they need, when they need it. Whether the HR issues at hand are routine, more complex, or in need of urgent action, we provide expert guidance and consider the commercial, practical and reputational elements at stake. Offering strong, solutions-based advice, we do not follow a “one size fits all” approach. Our clients consider us an integral part of their organisation knowing we will always aim to ensure their objectives are achieved.

What makes us different?

- A partner led approach, supported by an experienced team of qualified solicitors
- An exemplary record of successfully defending and deterring claims, and securing costs against claimants
- Providers of HR assistance to businesses across all sectors, including start-ups, SMEs, and not for profits
- Bespoke HR and management training
- An annual fixed fee helpline package
- Support from an accredited mental health first aider and workplace mediator

How we can help you

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

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| • Exiting employees | • Stress, bullying, harassment, and discrimination claims |
| • Employment Tribunal and High Court claims | • Performance management |
| • Breaches of IT and communications policies | • Social media issues & misuse |
| • Business re-organisations and redundancies | • Transfer of undertakings |
| • Data subject access requests | • Workplace investigations |
| • Disciplinary and grievance issues | • Refreshing terms and conditions of employment |
| • Employment status advice and disputes | • Bespoke organisational policies |
| • Business protection – post termination and confidentiality restrictions | • Equality and diversity |
| • Agile working | • Recruitment and references |
| • Flexible working applications | • Fixed term and casual worker issues |
| • Managing long term/persistent sickness absences | • Secondments and sabbaticals |
| • Mental health issues | • Statutory and contractual entitlements and benefits |
| • Drug and alcohol misuse | • Family friendly leave |
| | • Equal pay issues |

Our team

We understand that employment law is a cornerstone in any business, and has the potential to throw out new and unexpected challenges. We have extensive industry experience, working across a range of sectors, enabling us to provide clients with a responsive, solutions-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 firm includes experts in corporate, commercial and disputes resolution, allowing us to add value by delivering holistic, and joined-up support at the 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

“Helen’s dedication, expertise, and professionalism have significantly impacted our business operations and have been instrumental in ensuring compliance with the ever-changing legal landscape. From the moment we engaged Seddons’ services, it was evident that we had made the right choice. The attention to detail, thorough understanding of employment law, and proactive approach have consistently exceeded our expectations. Helen’s prompt response to our queries and ability to provide clear and concise guidance on complex matters have been invaluable to our decision-making process. Her ability to establish strong working relationships with our business has fostered an environment of trust and open communication.”

— Rupal Patel, Franchise Owner and Director, Winkworth Shepherds Bush

“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, Director 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, Strongroom Limited and Kings Theatre Trust Limited

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Business Legal Services

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