

The Webinar Agenda



What's it all about

This April, Every and Stone King Solicitors invite you to join our upcoming webinar sessions. We are hosting six sessions on the 30th of April that have been designed to provide you with the opportunity to connect and discuss the common issues facing HR in education.

The sessions will cover a range of topics from the legal aspects of managing ill-health and disability in the workplace through to the everyday considerations of recording and reporting on key HR functions.



“This was a very useful session, lots to implement and learn from it - very interesting and superb venue!!”

Sam Scott,
Outwood Academy Valley

“Informative and interactive. Ratio to talking and reading into was just right. Answers to questions were fully explained.”

Tracey Gallard,
The Futurer Trust

What's on

Session 1 **09:30 - 10:15** The 3 R's

This session is designed to assist you in understanding your options and obligations when going through a time of strategic and reactive organisational change. Adam and Craig will be discussing the various approaches to Redundancy, Restructure or Review and provide you with guidance in making the best decisions to meet the needs of your organisation, and the systems that can help you to do so.

- Does your current staffing structure still suit your needs?
- Are you getting the best out of what you have got?
- Can you still afford to have the staffing structure you have?

Session 2 **10:30 - 11:15** An introduction to holistic HR. Why, What and How?

Every has been very busy developing its new HR system. Within this webinar we will explore what a holistic HR system looks like and demonstrate how Every has approached the unique requirements of the Education sector.

Session 3 **11:30 - 12:15** Effective Case Management

Within this webinar, Adam and Polly will discuss how organisations can continue to carry out effective case management remotely. Managing cases effectively is critical to the fair and reasonable treatment of the individual whilst balancing the needs of the organisation. This ranges from flexible working requests to capability through to disciplinaries and appeals. Knowing what to do and when as well as recording it are all pieces to the case management puzzle.

Session 4 **12:30 - 13:15** Legal aspects of managing ill-health and disability in the workplace: Part 1

Throughout this session we discuss your responsibilities as an employer when dealing with ill health and disability in the workplace, and you will leave the session with a great understanding of the following topics:

- Is your employee disabled and what protection are they entitled to?
- Are anxiety and / or depression disabilities?
- Disability Discrimination and Reasonable Adjustments – an overview of your responsibilities

Session 5 **14:00 - 14:45** Legal aspects of managing ill-health and disability in the workplace: Part 2

Picking up from Part 1, we will look at how you can cope with excessive absence and ill-health dismissal as an employer and give you a précis of the legal position. Finally, we'll put theory into practice. Using a case study example, we'll discuss what you should do in the event of a difficult absence scenario and options available to you as an employer.

Session 6 **15:00 - 15:45** Absence Management makes the heart grow fonder EVERY

In this discussion, Adam and Polly will explore the increased importance of absence management as a role in effective HR both for the employee and the organisation, and the introduction of mass remote working can make this more of a challenge. In a tough recruitment climate for both teaching and key support staff it's a key strategic goal of the best organisations to understand their key absence indicators and have efficient, robust yet flexible processes in place to intervene, support and report where necessary.



If you're interested in attending one of our sessions, [click here.](#) Alternatively, call us on:

08456 80 70 32