



Specialist
HR Employment Law
and **Health & Safety**
Advice for Your Business



in your corner



in your corner

Welcome to Bhayani Law

One stop shop for all your people management needs.

When you run a business you need quick, robust and practical advice to manage the issues which arise to protect the business and get the best out of your employees.

We provide cost-effective legal expertise with an exceptional level of service, tailored to your individual, personal and business needs. Our unique offering of HR Advisors and Employment Lawyers working side by side means that you get a consistent and seamless answer to your needs. Our handpicked team has many years of experience in their field.

After spending time getting to grips with the issues facing your business, the next question you'll be asked by us is "What outcome do you need to achieve?" Once you're clear about the result you want, we'll use all our experience and skill to help you apply the law in a practical and workable way, to resolve what are often complex and stressful situations.

We offer flexible payment options including fixed fee packages for many of the services we offer, allowing you to budget and remain in control of your legal fees. We are one of a small number of law firms in the UK specialising exclusively in employment law, human resources and Health & Safety for business. The firm is regulated by the Solicitors Regulation Authority and is a one stop shop for all your people management needs.

In Your Corner

Over the last 25 years I have built a career as an expert Employment Law Solicitor.

I dealt with many business clients who would come to me in frustration with a stressful employee dispute. Many had taken advice from a HR consultant or their in house HR manager and instructed me when they had exhausted that resource.

As a business owner myself, I know that a successful business has strong foundations. Having experts at your side is essential.

In 2014 I set up Bhayani Law putting the legal and HR together.

Our innovative approach gives you a totally seamless and consistent service from recruitment to termination and everything in between. I'm so proud of the work we do, the excellent client service we offer and most of all always being true to our strap line - **we are always in your corner.**



Jay Bhayani
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Bhayani Law

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Our Services

Watertight HR & Legal

- *A named, dedicated, qualified and experienced advisor, with a backup team in case of absence. Our aim is to get to know you so that we can offer the most appropriate advice and guidance*
- *Monthly electronic newsletters and regular alerts to keep you updated on employment law and practice*
- *Template of Employment Contract and suite of staff policies*
- *HR/Employment Law Advice 24/7*
- *Template procedural letters provided to you to suit your circumstances when you need them*
- *Guidance on mandatory policy changes relating to people management*
- *Bhayani HR Software (up to 20 users free)*
- *Optional Employment Tribunal Claims Insurance*
- *Professional indemnity insurance and protection by Solicitors Regulation Authority*
- *A 5% discounted rate on all additional business services*

Watertight HR & Legal Premium

- *A named, dedicated, qualified and experienced advisor, with a backup team in case of absence. Our aim is to get to know you so that we can offer the most appropriate advice and guidance*
- *Monthly electronic newsletters and regular alerts to keep you updated on employment law and practice*
- *Tailored Employment Contract with your Company branding*
- *Tailored Employee Handbook with your company branding*
- *HR/Employment law Advice 24/7*
- *All procedural letters provided to you to suit your circumstances when you need them*
- *Guidance on mandatory policy changes relating to people management*
- *Optional Employment Tribunal Claims Insurance*
- *Onsite visit from HR Advisor*
- *Priority booking to HR Workshops and Seminars*
- *HR Best Practice training for line managers half day workshop*
- *Bhayani HR Software (up to 20 users free)*
- *Professional indemnity insurance and protection by Solicitors Regulation Authority*
- *A 10% discounted rate on all additional business services*



in your corner

Health & Safety

Successful businesses operate safely. We will be your experts providing the right solutions to help you manage your risks.

We can help with effective health and safety advice and offer a unique risk management package that brings real added value and cost savings to your business.

Bespoke solutions for your business - some of our services include:

- *Health and Safety Management*
- *Access to H&S advice via qualified consultants*
- *Audits, inspections and checklists*
- *Action plan*
- *Health and safety policy support*
- *General risk assessment support*
- *Accident advice*
- *Consultancy visits*
- *Accident assistance*
- *Accreditation assistance*
- *Health and safety software*

A sensible approach to health and safety at an affordable price.



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Case Studies

1. Mental Health

Engineering business with 115 employees. Jim, a deputy manager, submits a sick note for 1 month which states work related stress. This was unexpected and you now have to find immediate cover. You are concerned that he may accuse you of disability discrimination or bring a personal injury claim.

Jim is off sick for 3 months due to stress, on full pay

Mental health and stress related absence is not only costly but hard to remedy once the problem takes root. Stress can be hard to spot and each individual is different. A Stress Policy, risk assessments, appraisals and return to work interviews can help detect a problem before it arises and avoid a costly stress at work claim. If it is necessary to dismiss an employee on sick leave, we will show you how to do this and minimise the risk to the business.

2. Race, Religion & Belief Discrimination

Faith Charity with 63 employees. When recruiting, the Charity specified that all employees had to be actively observing their faith. The charity believed that this was an occupational requirement which constituted lawful discrimination. Alice was rejected for the role of office administrator as she did not observe the faith.

Alice claimed discrimination on the grounds of religion & belief and was successful

An office administrator role was not deemed to be a role which furthered the religious belief and therefore her rejection was discriminatory.

Understanding the obligations under the Equality Act 2010 and implementing the correct practice with legal support would have prevented this.

3. Unfair Dismissal Claim

James is a waiter and has worked for you for 12 years. His supervisor claims that James was incompetent and useless and dismissed him without notice or disciplinary procedure. James has never had any problems until now.

An Employment Tribunal awards him £23,400

The claim could easily have been avoided if the proper process had been followed. Getting advice on which process to follow (depending upon the exact facts of the situation) is critical to avoiding such a claim.

4. Performance Management

Tool manufacturer employing 82 people. Rita, finance administrator, has been incorrectly posting receipts against the wrong invoices, upsetting customers by chasing them for payment wrongly, and not chasing those that have not paid. Rita's performance has been poor but she has 16 years' service and the MD is worried that she will take him to the cleaners if she is challenged.

Performance should be managed to identify the cause and only by having robust procedures in place can this be done effectively.

We can advise on systems for monitoring and recording employee performance and if necessary disciplining and dismissing employees for poor performance.

Testimonials

I can definitely recommend this amazing team, efficient, professional and empathetic. Great service! 100% confidence in them. Excellent value too!!
★★★★★

Bhayani Law have looked after our HR needs for a number of years. The fact that they specialise solely in this area of law means we get an expert service which is bespoke, cost effective and very personable. The Watertight HR & Legal fixed cost plan is ideal for SME businesses like ours who don't need to employ an inhouse HR advisor.
★★★★★

Efficient, polite, responsive and extremely knowledgeable. Went above and beyond to help our situation - we would not hesitate to recommend them.
★★★★★

The team at Bhayani Law have been a great support to our business and to our managers. They are professional, skilled and always seem to have the time to deal with whatever we need. A great service that we will continue to invest in.
★★★★★

I have appreciated your down-to-earth culture and never doubted that you had our back (you're in our corner!). It's so refreshing to work alongside professional people who also show their human side too.
★★★★★