

EMPLOYMENT & DISCRIMINATION SEMINAR - WEDNESDAY 2ND OCTOBER

2 Oct, 2019

DATE: WEDNESDAY 2ND OCTOBER 2019

VENUE: RADISSON BLU, BRISTOL

PRICE: £50.00 + VAT

TIME: 10:00AM - 3:00PM (REGISTRATION AND BREAKFAST FROM 9:15AM)

The Employment and Discrimination Team is pleased to announce that its annual Employment Seminar will be taking place at Radisson Blu, Bristol on Wednesday 2nd October 2019.

This seminar picks up on some of the key developments in employment law over the last year, taking a look at some of the more thorny and complex issues and providing practical and tactical tips for practitioners at all levels.

There is then a choice of three workshops. Given their popularity and the feedback we received last year, we have decided to run the workshops before and after lunch, enabling you to attend more than one choice.

PROGRAMME

9:15 - Registration & Breakfast

10:00 - Welcome

10:05 - Neurodiversity and the Equality Act: a new approach to autism and spectrum disorders? [Nicholas Smith and Allan Roberts, Guildhall Chambers](#)

Nick and Allan will consider the new ACAS Guidance on Neurodiversity at Work and the relationship between discrimination law and neurological conditions. The talk will consider modern concepts and terminology and offer a practical and engaging analysis of this topical area.

10:50 - Pay: So what`s the big deal? - [Debbie Grennan and Kerry Gardiner, Guildhall Chambers](#)

Perhaps the most basic element of the employment contract is one which can also lead to huge complexity. This session considers and analyses some of the most difficult and risky elements of the employer`s obligations to pay the worker for their services, including "discretionary" payments, sleep-ins, call-outs and holidays.

11:35 - Tea & Coffee break

12:00 - WORKSHOPS - PART 1

[We will ask you to select two workshops – one to be attended before lunch, and one after lunch.](#)

1) Equality Act claims in the civil courts: a "how to" guide– Debbie Grennan

Practitioners are familiar with the application of Equality Act concepts in the employment field. As a result, they are also well equipped to deal with such claims in respect of matters such as the provision of services and public functions, premises and of course, education. This interactive session is designed to equip employment lawyers with the key information they need to be able to expand their practice into this civil arena.

2) Business Protection Workshop – Douglas Leach and James Wibberley

In an interactive workshop, Douglas and James will consider some of the common issues that arise when departing employees enter into competition, including the tracing of preparatory steps, what constitutes "confidential information" owned by the employer, and the misuse of it via social media. Recent developments will be considered including the Trade Secrets (Enforcement, etc) Regulations 2018 and the Supreme Court's judgment in *Tillman v Egon Zehnder Ltd*.

3) Pulling a sickie? Malingering in the workplace– Geraint Probert and Kerry Gardiner

This interactive workshop will highlight the issues that arise when businesses suspect that there is malingering in the workplace and it will explore the pros and cons of different approaches to managing and challenging this suspected behaviour. The workshop will also consider the permissible extent of the monitoring and surveillance of workers in the workplace, outside of the workplace, and on social media.

13:00 - LUNCH

13:45 - WORKSHOPS - PART 2

15:00 - FINISH