

Southwark Governors' Forum Employment Law Update

18:50 - 19:20: 20 January 2025

Meet the Southwark Employment Legal Team

- **Marcia Van-Loo** - Specialist Employment Lawyer
- **Abdullah Mohammed** – Employment Lawyer
- **Anita Sarkodie** – Assistant Lawyer
- **Adijat Egbejobi** – Legal Assistant

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Contact us:

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cc. if urgent:

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What We Do:

- Recruitment and dismissal
- TUPE/ Pensions
- Sickness and capability/Disability discrimination
- Race/Sex (maternity)/Disability discrimination
- Grievance and disciplinary procedures
- Employment Tribunal Case Management – co-Respondent
- Settlement Agreements
- Regular Legal Bulletins/Legal advice surgeries

Legal Issues for Schools in 2025

- AI
- Sexual Harassment (3rd party liability)
- Religious or belief discrimination (3rd party liability)/(see ECHR)
- Holiday pay and entitlement
- Protection from detriment for participating in trade union activities
- Dismissal and re-engagement (“fire and rehire”)

Legal Services to Schools - FAQs.

- SLA/Direct Approach
- **DutyEmploymentLawyer@southwark.gov.uk**
- Call back - up to 30 minute free advice - can we help?
- Open a file chargeable to the school via external invoicing
- Costs Fees – sliding scale - guaranteed to be cheaper than the private sector – capped fees where possible.
- Non-profit structure – we work for the same organisation
- Support external legal providers
- Post Tribunal/Settlement lessons learned meeting
- Employment law training tailored to your school's needs

Any Questions ?



Contact us at:

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