



Machins
SOLICITORS



**Employment Law
& HR Training**

Expert employment law training

Employment law evolves constantly, and ensuring your leaders understand their responsibilities is essential for reducing risk and strengthening workplace culture. Machins offers practical, interactive training delivered by experienced employment law specialists, giving you up-to-date knowledge and everyday tools to handle complex HR challenges.

Tailored training for your organisation

We create bespoke training programmes built around your workforce and internal policies. Whether delivered online or face-to-face, as a workshop or a full team session, every course is designed to strengthen understanding and support confident day-to-day decision-making.

Interactive, practical learning

Our sessions use real-life examples, case studies and open discussion to make complex legal issues easy to understand and apply. Training can be adapted for small groups or larger audiences, ranging from short briefings to half-day or full-day workshops.

Legal excellence, human understanding

We combine legal excellence with a real understanding of people and workplace culture. Our goal is to give your managers the knowledge and confidence to handle issues fairly, consistently and lawfully.



Training options



The topics listed here are just a sample of the areas we cover. Our training is fully adaptable, and we can design sessions around the specific needs, challenges and priorities of your organisation.

Managing complex health conditions

A concise overview of the redundancy process, covering key steps and when collective consultation is required.

Complex grievances and disciplinaries

Guidance on handling long-term or sensitive health issues, including disability considerations under the Equality Act and how to minimise tribunal risk.

Planning and holding a settlement conversation

How to approach protected conversations, structure settlement discussions, and avoid legal risks when ending employment.

Discrimination in the workplace

An overview of employers' obligations under the Equality Act, including preventing discrimination and implementing reasonable adjustments.

Effective performance management

Practical steps for managing underperformance fairly to retain staff, protect working relationships, and reduce dismissal-related claims.

Sexual harassment

Training on legal obligations, proactive prevention and the steps employers must take - especially in light of upcoming legislative changes.

Unconscious bias

Helping staff recognise and reduce the impact of unconscious bias to support fairness, inclusion and discrimination-free decision-making.

Preparing for an employment tribunal

Best practice for decision-making, record-keeping and risk management to help employers defend tribunal claims effectively.

Find out more

Contact our Employment Law team today to discuss a tailored training package for your organisation.

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Machins Solicitors LLP provide legal services for:

Businesses...

- > Company Commercial
- > Commercial Property
- > Employment
- > Commercial Litigation
- > Property Litigation

Individuals...

- > Family, Children and Separation
- > Wills, Trusts and Probate
- > Buying and Selling a Home
- > Employment
- > Dispute Resolution

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