

## Why wait until it's *too late*

The advantages of joining our scheme are:

- Certainty of outlay
- Peace of mind
- Reduced management time and costs
- Minimal impact of employment disputes on the business

Businesses, and their style of operating, differ widely... as do their employees.

Nothing detracts from our determination to seek out and advise you what is in the best interests of your specific situation.

### Your team of experts

Jo Davis, Partner and practice group leader

James Townsend, Partner

Kathryn Fielder, Senior associate

Chris Brazier, Associate

Sarah Empson, Associate

Patricia Morrill, Associate

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For more information  
and a free consultation  
and quotation:

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# bpcprotects

A quality insurance backed  
product to remove the burden  
of employment legislation  
from your business

Our team of solicitors work closely with your  
business to ensure you have continuous  
access to pro-active and pragmatic  
employment advice, enabling you to  
manage your workforce with confidence.



# How does your organisation *measure up?*

The key to a healthy and successful business is to manage your workforce effectively.

It does not matter whether you are a multi-national company or a business with one employee, you will be confronted by employment issues on a daily basis.

With the introduction of increasingly complex employment legislation, you need to ensure that your employment policies are up to date and reflect best practice, allowing you to focus on running your business. Employment disputes, even if settled, can still have a substantial impact on your business.

The number of claims made to Employment Tribunals is increasing all the time. With the possibility of unlimited awards in discrimination cases and awards of in excess of £60,000 in unfair dismissal cases, the potential ramifications of failing to handle a dispute properly can be disastrous.

Don't think it won't happen to you.

The types of issues we have successfully handled on behalf of our clients, and that you could be exposed to, include those relating to:

- Unfair dismissal
- Wrongful dismissal
- Disciplinary, dismissal and grievance procedures
- Flexible working
- Maternity rights
- Harassment at work
- Equal pay
- Discrimination on grounds of sex, race, disability, religion, sexual orientation and age
- Informing and consulting employees
- Whistleblowing

## How the scheme *works*

Our scheme is staffed only by experienced, specialist solicitors who are known to you by name. It consists of three core components that offer you seamless full protection.

### The Healthcheck

Your current policies and practices will be reviewed in order for us to get to know your business, bring you up to date with the latest legislation and achieve compliance with your commercial and legal obligations.

### The Helpline

Ongoing support and advice is provided by a qualified employment law solicitor who knows your business and understands your specific needs, meaning you

don't have to deal with vague and impersonal call centres. We do not believe in 'one size fits all' and you will get a commercial solution, driven by your interests, rooted in your needs, tailored to your requirements.

### The Policy

In the event of a claim we are authorised to manage the process by insurers, giving you total financial security. The policy will pay the legal costs of an employment dispute, any settlement and any awards made against you.\*

Increasingly, organisations are turning to us to protect them from these risks.

B P Collins has developed a tailored scheme to protect you, your business and your people.

Our all encompassing solution minimises your exposure and limits your legal risk, providing complete peace of mind.

In real terms, this will usually result in significant time and cost savings.



\* the policy is subject to a limit up to £125,000 per claim and £1,000,000 per annum.