

**Our People, Your Team**

 **Lanyon Bowdler**  
SOLICITORS



## **LB Advise-Ed**

Fixed price legal support service for education clients



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The experienced education team at Lanyon Bowdler offers expert and pragmatic legal support to the education sector. We understand that schools often find themselves facing a wide range of legal issues and we can help to resolve these quickly and cost effectively through our comprehensive fixed fee support service.

Through our network of offices across Shropshire and Herefordshire we provide day to day support to education clients who value having local solicitors available to work closely with them. Lanyon Bowdler is ranked by The Legal 500 as one of the leading education law firms in the West Midlands.

Our fixed fee education, employment and HR support service, **LB Advise-Ed**, provides maintained schools and academies with comprehensive advice and assistance in relation to:

#### Employment/HR:

- Providing day to day employment law advice by telephone as required
- Attending at internal meetings to advise staff and governors as required
- Liaising with Trade Union representatives
- The preparation of contracts of employment and new starter letters
- Disciplinary investigations and procedures
- Performance management
- Absence management
- Grievances
- Redundancies
- Settlement agreements
- Arrangements for maternity and other parental leave

#### Education:

- Behaviour
- Bullying
- Exclusions
- Determining admissions policies
- Support at independent appeal panels
- Governance queries
- Parental complaints
- Safeguarding
- Data Protection and Freedom of Information requests

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Other arrangements are available, including ad hoc advice and bank of hours arrangements - we tailor our service in accordance with your needs.

#### LB Protect-Ed

We offer **LB Protect-Ed** in association with AXA which is a management liability policy specifically for the education sector. This provides comprehensive insurance cover against a wide range of risks including employment tribunal claims and claims against governors at a reasonable price. Benefits include no excess being payable where our advice is followed in relation to the matter giving rise to a claim. In addition, we can assist your school in identifying partners for the provision of such things as staff absence insurance and DBS checks. For academies, we also offer company secretarial services to support your school in complying with your responsibilities under company law.

#### What to do next...

If you would like a no obligation chat about how we can support you, contact Will Morse, Head of Education by phone on **01432 377152** or by email to **will.morse@lblaw.co.uk**.