

ANNUAL REPORT 23-24



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Junior Lawyer Representative
Hannah Lynn

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Midlands – Steph Pye
North East – Claire Rolston
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South West – Allan Roberts
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* N.B. Those individuals marked with an asterisk have not been appointed as statutory directors during the period 2023 to 2024

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Chair

Paul McFarlane, Capsticks LLP



Chair's Report

Welcome to this annual report which aims to give you a summary of the activities and initiatives ELA has been doing over the last year and a pointer to what are plans are going forward. I really hope this inspires you, if you have not already, to get involved.

Time flies when you are having fun!! I cannot believe that my time as Chair is coming to an end. It seems like it was only yesterday that I became chair (September 2022). It has been an honour and a privilege to be able to lead ELA. Not that it has been all smooth sailing. Being able to work with such a fantastic Management Committee and our Operations Team, supported by Byword Services, all of whom have devoted their time, energy, commitment and expertise in the pursuit ELA's objectives:

- promote the best practice of employment law; and
- support the work and represent the interests of UK employment lawyers,

For me, this has meant being Chair has been one of the most rewarding and stimulating experiences of my career.

However, it is now time for me to pass the baton onto Caspar Glyn KC , ELA's new Chair and excellent new Management Committee who I am sure will lead ELA even greater heights.

As I now step down from this role, I thought it would be good to review whether I have achieved the objectives I set myself during my tenure, namely: for ELA to cement its reputation for being the authoritative voice of voice of employment lawyers in the UK; to continue the work we started in improving racial diversity within the employment law community; acknowledging that our roles, as employment lawyers can often be very stressful, and so ensuring that we continued to provide pastoral support to our members; and ensure ELA engages effectively with our members in the regions.

Authoritative voice

As can be seen from the Chair of our Legislative & Policy, Committee, Catrina Smith, report (see page 12) the last 12 months have been very busy in the employment law world.

Of particular note is our recent response to the government's consultation to reintroduce fees to use the Employment Tribunal and Employment Appeal Tribunal. As is often said, it is not ELA's role to comment on policy, however, it is our role to consider the lawfulness of proposals and whether proposals will meet the government's stated objectives.

Our working party was made up of all parts of our membership: solicitors, barristers, in-house and voluntary sector representing employers and employees and co-chaired by Caspar Glyn KC and Kiran Daurka. Its response was a detailed and considered. We concluded that: *"..on the evidence presented in the consultation documents, the policy is not rationally justified by Government's stated policy goals. ELA considers that the proposal could be found to be unlawful because the Government will have, in setting fees under s.42(1) of the Tribunal, Courts and Enforcement Act 2007,*

Chair's Report *cont.*

considered irrelevant factors such as the economic justifications (yet the fee scheme will cost more to run than it will raise), failed to consider the relevant factors such as the impact on equalities and those who suffer from in-work poverty and then set fees with the unlawful effect of deterring claims. As such, an inference could therefore be drawn that the aim is to deter claims and impede access to justice...".

ELA very much hopes that the government listens to what we have said when deciding whether to pursue this proposal further.

ELA has also continued to engage with key stakeholders in the employment space e.g. government officials at the Department of Business & Trade; the senior Employment Judiciary; ACAS. Further, comments and articles from ELA representatives are regularly featured in the national, legal and HR press.

ELA voice continues to be sought on the international stage e.g. last September ELA/ABA had our 8th Transatlantic Conference in London, which was organised and chaired by Kathleen Healy, our International Committee Chair; Claire Darwin KC; and I was recently invited to speak at webinar for international employment on the topic of Ensuring Equity and Pay Equality in Diverse, Multinational Workforces. We are also working with our colleagues in the European Employment Lawyers Association as they will be hosting their annual conference in London next year.

Improving racial diversity within the employment law community

As you will see in the L&P report our Race and Equality Committee ('REC') members have contributed to a number of L&P consultation responses. This has helped to ensure that the interests of all members of our community are taken into account in employment law reform.

They were also able to have their first in-person event in April, with a stellar panel: Regional Employment Judge Benjamin Burgher, David Stephenson (Head of Employment at Doughty Street Chambers), Elaine Banton (Head of Employment at 7 Bedford Row) and Arpita Dutt co-founder of top ranked firm BDBF and now Chair of whistleblowing charity, Parrhesia where the panellists shared their experiences as employment practitioners, from early in their careers to their current leadership positions as well as their reflections on, and experiences of, allyship and mentorship. I had the pleasure of chairing this session.

It was so good to have a great turnout, with many lawyers at the beginning of their careers. A number of them later told me they were inspired by what they heard. It was also very pleasing to see senior allies, including both past and incoming chairs of ELA, Juliet Carp and Caspar Glyn KC respectively, attending this event.

I would like to thank REC members: Melvyna Mumunie (she/her); Rebecca Hayes; River Clarke; Tanushree Sehmbi and Ayisha Akamo who conceived and then organised this event. I am also pleased to see that ELA's various committees are becoming more ethnically diverse. Whilst there is still lots of work to do here, things are starting to improve.

Chair's Report *cont.*

I would like to thank REC Committee, particularly its co-chairs: Rebecca Hayes, Melvyna Mumnie and Tanushree Sehmbi for all the work and energy they have put into continuing the work of REC founders and helping ELA to better engage with our Black, Asian and other ethnic minority members. I'm looking forward to see what further work ELA and REC will do to improve racial diversity in the employment law community.

Pastoral care

Our Pastoral Committee, led by its Chair, Beth Hale, has put in a lot of work to help to provide this support to our members. Their webinars are free to all members and can be watched back through our website. They regularly run virtual coffee mornings where employment lawyers from all over the country have an informal opportunity to network and chat about the challenges they face.

Their latest was a webinar, put on in conjunction with Law Care, was on International Happiness Day (21 March), called: 'How to be a happier employment lawyer.' We all live very busy and hectic lives'. The work we do is fast moving and always evolving – which I am sure for many of us was part of the reason we decided to become employment lawyers. However, this session was a useful reminder that we also need to take time '...to stop, breathe and to be...'. As I say, if you have not already, please do use this resource as I'm sure it will help you in your day to day practice.

Regional engagement

Our membership has continued to grow again up from 6682 (2022) to 6762(2023). This is good news as it shows that there are more and more employment lawyers out there whom we as an organisation need to engage with.

I am really pleased to see that following the results of the regional surveys that were conducted last year, up and down the country there has been at least one event, if not more, regional event each month which have enabled employment lawyers to network and socialise with one another in their regions. Whilst I was not able to get to all of the regions, I am pleased to say that I attended regional events in: Bristol, Birmingham, Leeds, Edinburgh and Glasgow.

At many of these events we have been able persuade Regional Employment Judges to speak to members on how they can better prepare their cases before they get to hearing. Members have commented to me how invaluable these sessions have been for them. I would like to thank all of our Regional Committee Chairs for all the time and energy they have put into making these events such a success.

How can you get involved?

As you read through this report you will see that as well as the committees I have referred to above, there are so many other ways in which you can participate in the work that ELA does e.g. Pro- Bono (where this year we have expanded our Employment Tribunal Litigant in Person Scheme ('ELIPS') to cover the ET in Manchester, in addition to the ETs at London Central, Bristol, Cardiff, Midlands West and Leeds. If this is something you are interested in getting involved in please speak to our Pro-Bono committee chair, Eliza Nash.

Chair's Report *cont.*

Our In-House committee has grown over the course over the past two years under the stewardship of its chair, Ken Morrison. I know that Ken and his committee have worked hard to listen what our in-house colleagues have wanted from ELA, and help deliver this, including their second all day conference which took place in March.

As ever, our Editorial Committee, chaired by Marc Jones, is always on the lookout for articles on recent cases, legislation or employment policy developments to go into *ELA Briefing*.

ELA has for some time now realised that we needed to ensure we engaged with and better understand the challenges and needs of our junior membership. Our Junior Committee Chair, Hannah Lynn, with the assistance of Member at Large, Cerys Mather, have done a fantastic job in doing this, including putting such events as Speed Mentoring whose purpose was to provide mentees and mentors with an opportunity to meet and grow their network in a relaxed and fun environment with a view to developing support amongst peers, contacts and ongoing mentoring opportunities. By all accounts this has been a roaring success and is likely to be repeated again later this year.

Finally, I must also mention our Training Committee, which is chaired David Regan, who are responsible for putting on all the excellent training sessions that have been delivered either on-line or in person. If there is a topic/issue that you consider ELA ought to be providing training to our members on, please reach out to David.

Thank yous

As you can see there is an awful going on at ELA. None of this would happen without the excellent operations team we have who are led by James Jeynes, our Head of Operations. James is supported by his team (Angie Gordon, Cynthia Clerk and Christine Wheeler), along with our colleagues from Byword (Charley Masarati, Nick Walsh, and Penny Moorman) and Labyrinth, our technology support.

I would also like to thank all of the members of the Management Committee for the time, effort and energy they put into undertaking work that benefits you, our members.

I hope I have left ELA in good as, if not better shape than it was when I took over this role. It really has been one of the best things I have the opportunity to do during my career. I know that our new Chair, Caspar Glyn KC, and the excellent new Management Committee will ensure that ELA continues help us, as employment lawyers, meet the evolving challenges, we as face in our practices. I know that they have lots of exciting and important initiatives in the pipeline. I wish them all the best.



Paul McFarlane
Chair

Deputy Chair's Report

Deputising

It has been another busy year at ELA where the Management Committee has been an inspiring and busy place to work under Paul's good humoured, strong leadership. Paul is stepping down at the Chair this year and I want to pay tribute to him and his leadership. Paul has driven the diversity agenda along with the Race Equality Committee, revitalised the regions post Covid and ensured that the Pastoral Committee has gone from strength to strength. He is the first black person to have chaired our organisation and although we have a long way to go as an organisation to reflect the diversity of our society Paul has been a role model for me and many others. We are going to miss you Paul, but not your stories of the long runs that you also seem to be back from or about to go on during Manco Meetings.

The Research Project

We have given a donation to Selwyn College of just under £92,000 over an 18 month period (falling into two different ELA Accountancy years. The donation will fund an ELA Research Associate. The donation is to support research activities inot data-driven and qualitative research work exploring the issues and difficulties in the systems utilised to resolve employment disputes. The research will analyse and review other legal fields adjudicating on matters with a similar profile to employment disputes (ranging from low cost, high volume claims to complex, multimillion pound matters, alongside a high density of litigants in person). The research will explore other other solutions to resolving employment disputes in other jurisdictions. The aim is that the outcome will prepare recommendations and produce a scheme for a future structure for resolving employment disputes. Sarah Fraser Butlin will be the Principal Investigator and will involve the input of Professor Catherine Barnard. It is a really exciting project and we hope that research which will be badged with the ELA name may suggest, propose or provoke discussions on other ways in which to resolve employment disputes.

BEIS

We continue to engage with BEIS on matters of interest to members to encourage the Government to ensure that employment law is stable and technically useable for both claimants and respondents. Much of our consultations and engagement is necessarily confidential so that both sides can share information fully and frankly. Along with the Legislative and Policy Committee under the leadership of Catrina Smith we remain the voice of trusted expertise in employment law. We continue to feedback the views of members on issues far and wide. As our members will appreciate this has been particularly busy given the changes in employment law we have seen as a result of REULA.

I am particularly pleased by our relationship with officials at BEIS as David Regan's training committee will be providing some training to officials in the course of the year where they will be able to hear from the unparalleled expertise of our members.

Deputy Chair's Report *cont.*

The Fees Consultation

Our members will be aware that the subject of fees has raised its head again. These are very different proposals. I am working as a Co-Chair, with Kiran Daurka, to produce the Association's response to the consultation and we hope to publish it in late March.

The Future

I have stood for the role of Chair and hope to be playing an active role in the Association next year but that must all await the announcement of the elections.

What is certain is that I am looking forward to a very active Conference on 2 May 2024 when I shall be taking part in the plenary session for the second year in a row and will also be giving talks with Stephen Ratcliffe about holiday pay.

Contributions to ELA Training

The lifeblood of ELA is you. You who volunteer to train, to speak, to socialise, to network and fill our conferences. Thank you.

I also want to thank Dan Pollard who is stepping down from the role of Secretary after serving also in the Treasurer role for many years. Dan has been a true and brilliant servant to ELA and has been central to its steady running through the pandemic.

As ever my greatest thanks go to the amazing staff who enable us to do what we do. We are so ably supported by the Operations team that includes James Jeynes, Charlie Masarati, Nick Walsh, Angela Gordon, Cynthia Clerk and Christine Wheeler. Thank you all!



Caspar Glyn KC
Deputy Chair

Treasurer

Rupert Scrase, Scrase Employment Solicitors



Treasurer's Report

Income

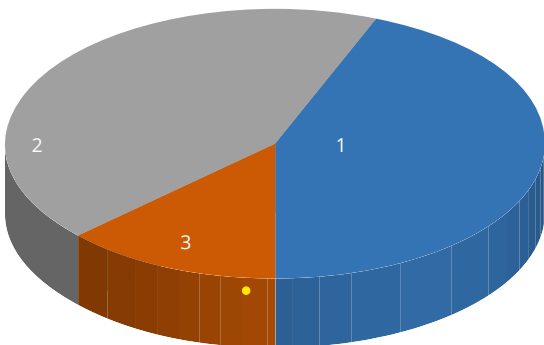
ELA has had another successful year from a financial perspective generating a deficit of £53,606, £11,282 less than the budgeted deficit of £64,888. This left ELA with total reserves at year end of £717,271 comprising a nominal emergency fund of £350,000 and a development fund of £367,271.

ELA's turnover for 2023 was £1,163,036 compared to £968,404 in 2022 representing a significant increase of £194,632 for the prior year.

In January 2024 subscription fees increased from £95 (full) and £40 (associate) to £105 (full) and £45 (associate). This is the first increase in fees since 2017.

NET PROFIT FROM TRAINING AND EVENTS

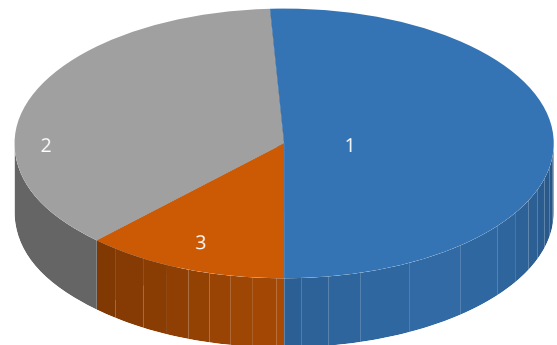
2023	REVENUE		TOTAL COSTS		PROFIT	
Face-to-face events	77%	499,322	98%	541,728	42%	42,406
Online events	23%	151,110	2%	9,329	142%	141,781
TOTAL		650,432		551,057		99,375
(2022)						
Face-to-face events	76%	359,573	96%	288,316	41%	71,257
Online events	24%	111,800	4%	10,873	59%	100,927
TOTAL		471,373		299.189		172,184



Turnover 2023

- 1 Subscriptions £507,224 **44%**
- 2 In-Person Events £499.322 **43%**
- 3 Webinars £151,110 **13%**
- 4 Other income £5,380 **0%**

Total Turnover £1,163,036



Turnover 2022

- 1 Subscriptions £492,931 **51%**
- 2 In-Person Events £359,573 **37%**
- 3 Webinars £111,800 **12%**
- 4 Other income £4,100 **0%**

Total Turnover £968,404

Treasurer's Report *cont.*

Expenditure

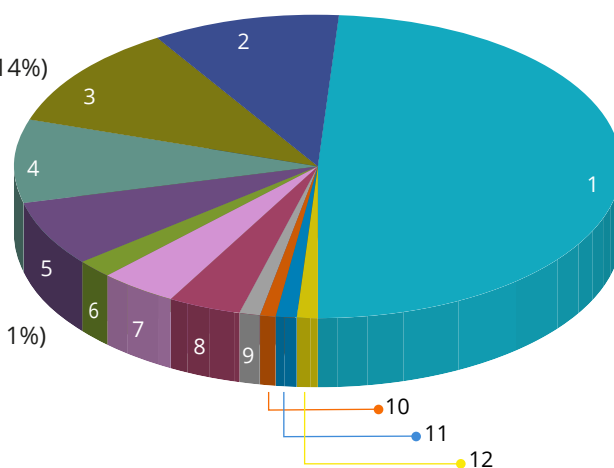
ELA's total expenditure during 2023 was £1,233,267 compared to £890,694 during 2022. The increase was in most part a result of the increase in charges for the venues for in-person events.

In late 2023 the first £15,260 instalment of the L&P Committee's Research Project was paid, an 18-month postgraduate research project with Selwyn College Cambridge into employment dispute systems and solutions. 3 further instalments will be made in 2024 with the final instalment being made in 2025.

ELA directly employs 4 staff and outsources its membership office and events management to Byword Business Services Limited. The total staff and associated costs were £202,374 compared to £184,291 in 2021. Our estimated allocation of costs (including staff cost and overheads) to each of its activities is set out below:

Allocation of direct costs and estimated allocation of staff and overheads (*not audited*).

1	Face-to-face events	£606,911	49%	(2022: £341,230 38%)
2	Online events	£126,844	10%	(2022: £120,879 13%)
3	Membership Admin	£129,502	11%	(2022: £121,658 14%)
4	Publishing	£110,156	9%	(2022: £101,793 11%)
5	Pro Bono & ELIPS	£90,379	7%	(2022: £79,848 9%)
6	Governance	£20,930	2%	(2022: £18,325 2%)
7	L&P Committee	£49,139	4%	(2022: £31,092 3%)
8	Socials	£50,977	4%	(2022: £34,060 4%)
9	International Committee	£12,772	1%	(2022: £12,502 1%)
10	Pastoral Committee	£13,939	1%	(2022: £15,086 2%)
11	In-House	£17,722	1%	(2022: £15,665 2%)
12	Diversity Initiatives	£3,997	1%	(2022: £3,492 1%)



Total £1,233,267 100% (2022: £895,630 100%)

Treasurer's Report *cont.*

I am very grateful to the following for their help during the year:

- Angela Gordon, our Finance Officer, who is central to ELA's financial administration;
- James Jeynes, our Head of Operations; and
- HWB, our auditors.



Rupert Scrase
Treasurer

Company Secretary
Dan Pollard, GQ Littler



Secretary's Report

ELA is a not-for-profit members organisation, established as a private company limited by guarantee. ELA is governed by its Management Committee (ManCo), elected by and from the membership every two years. ManCo steers the policy and direction of ELA and its membership services. ManCo members are statutory directors and have responsibility for, among other things:

- Governance and compliance
- Finances
- Policy
- Ad hoc projects / new initiatives
- Activities of the Committees and Regional / Sector Representatives

There are currently 27 elected positions on ManCo:

Officers:

- Chair, Deputy Chair, Treasurer and Secretary

Committee chairs:

- Editorial Committee
- Legislative & Policy Committee
- International Committee
- Training Committee
- Pro Bono Committee
- In-house Committee
- Junior Committee
- Pastoral Committee

Regional Representatives:

- Lower South East
- Midlands
- North East
- North West
- Northern Ireland
- Scotland
- South West
- Upper South East
- Wales
- Yorkshire & Humber

5 Member at Large positions

As I write this report the ELA Elections process is taking place. We look forward to welcoming new members of ManCo at the ELA Annual General Meeting on 2nd May 2024 which is part of the ELA Annual Conference. All members are welcome at the AGM but we would especially encourage any members who may be interested in getting involved with ELA or standing for election in the future to join the meeting. This is a fantastic opportunity to meet the current and outgoing Management Committee.

Secretary's Report *cont.*

In addition at the AGM this year we will be proposing a refresh of ELA's Articles. This will see ELA's Articles fully updated for the first time in since ELA was founded [insert] years ago. Whilst there have been a number of piecemeal changes Manco we have looked at the Articles in a holistic manner to ensure that ELA's governance framework remains fit for purpose. Further details will be provided together with the notice of the AGM.

As ever, the work that I and others do on ManCo would not be possible without the brilliant support that we receive from the ELA team. My thanks go to all of them.



Dan Pollard
Company Secretary

Chair, Legislative & Policy Committee
Catrina Smith, Norton Rose Fulbright LLP



Legislative & Policy Report

Committee

Ivor Adair, Fox & Partners
Shubha Banerjee
Emma Burrows, Trowers & Hamlins LLP
Jonathan Chamberlain, Gowling WLG (UK) LLP
Anna Dannreuther, Field Court Chambers
Kiran Daurka, Leigh Day
Shantha David, UNISON
Arpita Dutt
Robert Davies, Walbrook Law
Felicia Epstein
Clare Fletcher, Slaughter and May
Richard Fox, Kingsley Napley LLP
Peter Frost, Herbert Smith Freehills LLP
Howard Hymanson, Harbottle & Lewis LLP
Esther Langdon, Dentons UK and Middle East LLP
Anthony Korn, No 5 Chambers
Joanne Owers, DAC Beachcroft LLP
Eleanor Mannion, MacRoberts LLP
Elaine McIlroy, Brodies LLP
Paul McFarlane, Capsticks LLP
Stuart Neilson, Pinsent Masons LLP
Stephen Ratcliffe, Baker McKenzie LLP
Michael Reed, Free Representation Unit
Louise Skinner, Morgan, Lewis & Bockius UK LLP
Catrina Smith, Norton Rose Fulbright LLP
Jennifer Sole, Curzon Green Solicitors
Louise Taft, Jurit LLP
David Widdowson, Abbiss Cadres LLP
Alistair Woodland, Clifford Chance LLP

The purpose of the Legislative and Policy Committee (L&P) is to assist government and governmental bodies on employment law policy, legislation and reform. We do this by responding to consultations and raising issues of interest or concern via our meetings with governmental departments and quasi-governmental organisations.

Legislative & Policy Report *cont.*

I would like to start by thanking all of the members of L&P who are so generous with their time, expertise and insights. We are very lucky to have a group whose expertise ensures that whatever comes up – we have an expert for that, from family friendly rights to financial services regulation to the data protection aspects of employment law.

The next group of people I would like to thank all of those members of ELA who have joined the various working parties set up by L&P. Your knowledge, practical experience and insights have again helped us put together excellent consultation responses and position papers. If anyone reading this is thinking of volunteering for a working group – please do consider it! You get to work with a range of colleagues from across the profession, exchange ideas and help shape employment law and policy.

Over the last 12 months, we have responded to consultations on:

- Diversity and Inclusion in the Financial Sector Working Together to Drive Change (CP23/20) and Diversity and Inclusion in PRA-Regulated Firms (CP18/23)
- The DB&T Call for Evidence: Non Statutory Flexible Working
- The Call for Evidence document: Open Justice, the way forward
- The Call for Evidence: Misuse of Non-Disclosure Agreements
- The Review of the Senior Managers & Certification Regime (SM&CR)
- The Senior President of Tribunals' Consultation on Panel Composition in the Employment Tribunals and the Employment Appeal Tribunal
- The ACAS consultation on draft Code of Practice on Dismissal and Re-engagement
- The consultation on calculating holiday entitlement for part-year and irregular hours workers
- The consultation on Introducing fees in the Employment Tribunals and the Employment Appeal Tribunal
- The ICO consultations on employment practices and data protection
- The draft ACAS Code of Practice on handling requests for a predictable working pattern
- Ministry of Justice - Introducing Employment Tribunal Fees in the ET/EAT

In addition, members of L&P have engaged extensively with ACAS, the Employment Tribunal National Users Group and on Employment Tribunal reform. In particular, we are grateful to Richard Fox for facilitating and leading the charge on engagement and training on the HMCTS roll out in the Employment Tribunals. In conjunction with the Training Committee we set up training sessions for our members on the new system and were able to give suggestions and comments on its design and operation.

We have participated in ACAS round tables, including on discrimination and harassment in the workplace. Members of L&P have also made valuable contributions to wider working groups on whistle blowing and the use of NDAs. In the field of access to justice, Ivor Adair and Jennifer Sole attended a session and responded to a consultation on vulnerable litigants.

Legislative & Policy Report *cont.*

We finished the year with the consultation on proposals for the re-introduction of fees in the Employment Tribunal – a topic which I am sure every employment lawyer has their own thoughts on!

Looking to the future, we will be keeping a close eye on the roll out of the reforms to the Employment Tribunal system and feeding back the experiences and concerns of members. We may also have a change of government. Reform of employment law is a major part of the Labour Party's agenda – and if that agenda is acted upon – L&P will be ready to engage and advise.

I would like to thank those members of L&P who stood down over the last 12 months for their commitment and hard work. Finally, the thanks of the whole of L&P to James Jeynes for organising us all so brilliantly and to Paul for his leadership and support.



Catrina Smith
Chair Legislative & Policy Committee

ELA Standing Committees (2022-24)

The ELA is grateful to those members who have been part of the ELA Standing Committees throughout this period.

Brexit Committee

Chair: Louise Taft, Jurit LLP

City Regulation Committee

Chair: Alistair Woodland, Clifford Chance LLP

Racial Equality Committee

Co-Chairs: Bina Patel (Kingsley Napley LLP), Melvyna Mumunie (Cole Khan LLP/Brahams Dutt Badrick French LLP), Tanushree Sehmbi (Sky UK Ltd), Rebecca Hayes (Kantar)

ELA Consultation Submissions: May 2023 – May 2024

The ELA L&P Committee pull together a vast number of responses to calls for evidence and consultations throughout the year. Our thanks goes to those who give up their time to be part of the working groups who deliver time after time sometimes against short deadlines and often on very sensitive employment issues. The ELA responses we have submitted in the last 12 months are:

Human Rights at Work - Call for Evidence - March 2023

Consultation on draft Code of Practice on Dismissal and Re-engagement - April 2023

DP1/23 – Review of The Senior Manages & Certification Regime (SM&CR) - May 2023

Retained EU Employment Law Consultation on reforms to the Working Time Regulations, Holiday Pay, and the Transfer of Undertakings (Protection of Employment) Regulations- July 2023

Call for Evidence: Misuse of Non-Disclosure Agreements - July 2023

Employment Appeal Tribunal Rules and Practice Direction- July 2023

Acas consultation on the draft Code of Practice on handling requests for flexible working - September 2023

Call for Evidence document: Open Justice, the way forward - September 2023

Response to Buckland Review of Employment Prospects for Autistic People - September 2023

DB&T Call for Evidence: Non Statutory Flexible Working - November 2023

Diversity and Inclusion In The Financial Sector – Working Together To Drive Change (Cp23/20) and Diversity and Inclusion in PRA-Regulated Firms (Cp18/23) - December 2023

Code of Practice on handling requests for a predictable working pattern - January 2024

ICO Keeping Employment Records & Recruitment and Selection - March 2024

Introducing Employment Tribunal Fees in the ET/EAT - March 2024

Civil Justice Council's Procedure for Determining Mental Capacity in Civil Proceedings Working Group - March 2024

Chair

Eliza Nash, Constantine Law



Pro Bono Committee Report

My primary objective this year was to complete and deliver on the key projects commenced in my previous year of office, most significantly, the directory of volunteering opportunities for employment lawyers and rolling out a series of training webinars aimed at advisers in the not for profit sector. I am happy and proud to say that both of these projects have been successfully achieved and also that we have embarked on and progressed new initiatives. Huge thanks go to my committee, which comprises a very able and committed team, who have been proactive both in generating ideas and putting them into action.

The Pro Bono Committee

Jennifer Allan, GQ | Littler

Julian Allsop, Guildhall Chambers

Clare Brereton, BDBF

Lucy Burrows, Harbottle & Lewis

Shane Crawford, Five Paper

Elouisa Crichton, Dentons

Andrew Dixon, Squire Patton Boggs

Rose Djalo, Houlihan Lokey

Caitlin Farrar, Farrer & Co

Roschella Griffith, Central England Law Centre

David Hopper, Lewis Silkin

Rebecca Hughes, Birketts

Matt Jackson, 10 Kings Bench Walk Chambers

Daniela Mahapatra, NHS Wales

Jennifer McGrandle, Dechert

Suzanne McKie KC, Farore Law

Eliza Nash, Constantine Law

Naomi Owen, No. 5 Chambers

Victoria Speed, Trust for London

Kate Sutherland, Harper Macleod

Katie Wood, Maternity Action

Pro Bono Committee Report *cont.*

Delivery on our objectives/what we have achieved since April 2023:

Directory of Pro Bono Opportunities

One of my main objectives was to create a central directory of volunteering opportunities available to our members, which would be located on the ELA website and updated periodically.

This was a mammoth task, involving sourcing details of all the relevant services and collating and extracting the relevant information.

Lucy Burrows headed up this project, drawing on the student resource she had whilst at BPP to research and collate the relevant information. Emily Darlow then took this forward, with the assistance of three Freshfield trainees, to completion of this stage of the process.

I am very happy to say that as a result of Lucy and Emily's efforts and the assistance of the ELA operations team, we now have a comprehensive and easy to navigate directory of pro bono opportunities for employment lawyers accessible via the ELA website, making it very easy for our members to find a volunteering opportunity which suits them.

Training for Advisers in the Not for Profit (NFP) Sector

One of our members, Victoria Speed, who works in the NFP sector, highlighted the pressing need for employment law training amongst practitioners in that field who are not employment lawyers and don't have access to ELA training.

We have been working with the ELA operations team, with support and advice from the training committee, to produce a series of webinars aimed at advisers in the NFP sector and specifically tailored to the topics that would be most useful to them.

I am delighted to report that a series of three webinars, covering the following topics, took place between January and March 2024:

- How to fill in ACAS forms
- How to fill in ET1 forms
- Employment Status and Introductory Concepts.

Pro Bono Committee Report *cont.*

Very many thanks to our speakers, Jude Shepherd of 42 Bedford Row, Georgina Hirsch of Devereux Chambers and Clare Fowler, from Your Employment Settlement Service as well as to the members of our committee, Clare Brereton, Rose Djalo, Emily Darlow and the ELA operations team for making this happen. We received extremely good feedback on these sessions, testament to which is the request by Citizens Advice to share the on-demand recording with their 8,000 subscribers.

National Volunteers Week (1-June 2023)

We identified that this would be a good opportunity to draw attention to Pro Bono work generally and encourage more of our members to volunteer.

Given the proximity to the ELA annual conference, rather than organise a separate event, we decided to release a series of 3 short videos throughout the week to raise awareness, as follows:

- Introduction to the Pro Bono committee and the work it does, including projects on the horizon (Eliza)
- Focus on some of the committee's initiatives in more detail (Clare)
- ELIPs overview (Jenny)

National Pro Bono Week

To celebrate pro bono week, ELIPS held an in person evening event at Dechert LLP on Wednesday 29 November 2023. The event was successful and well attended and gave Jenny McGrandle and Marie Walsh the ELIPs coordinators and Christine Wheeler, ELIPs administrator, the opportunity to meet some of the regular volunteers and thank them for supporting the Scheme personally as well as provide any potential new volunteers with some more information about ELIPs.

I also released a video in PB week publicising the above event, updating our members on our various projects and inviting more ELA members to get involved.

ELIPS

ELIPS continues to go from strength to strength, thanks to the tireless commitment of Jenny McGrandle, assisted by the ELIPs coordinators and with the invaluable administrative support and organisational expertise of Christine Wheeler.

Testimony to its success is the expansion of ELIPS to offer assistance with mediations. Marie Walsh is due to accompany an LIP at their in person Judicial Mediation (JM) on 1 May 2024. Marie will attend Leeds ET to assist the client with their JM and Christine will be on standby throughout the day if needed.

Pro Bono Committee Report *cont.*

We launched the ELIPS volunteer award scheme late last year with 23 bronze awards; 8 silver awards; 2 gold awards achieved to date.

We launched the ELIPS volunteer award scheme late last year with 23 bronze awards; 8 silver awards; 2 gold awards achieved to date.

ELIPS coordinators:

Jennifer McGrandle - ELIPS National Co-ordinator

Eliza Nash - Chair, ELA Pro Bono Committee

Marie Walsh, ELIPS National Co-ordinator (from 2 May 2024)

Daniela Mahapatra

Elizabeth Hodgetts

Allan Roberts

Grahame Anderson

Tom Saville

Christine Wheeler - Pro Bono Administrator

We held 354 clinic appointments throughout 2023. Recent feedback on ELIPS from its users:

Thank you very much to all the ELIPS staff and the legal professionals. You are a huge part of why my case for victimisation succeeded at the employment Tribunal. I am extremely grateful for the advice and preparation that enabled me to proceed to a unanimous victory.

The advice received from [X] was fantastic and extremely helpful. [X] explained everything clear, calmly, and with a smile that put my nerves at ease. I was so fortunate that my case was chosen by [X] and will be forever grateful for [X]'s help. Organisations like ELIPS and people like [X] change people's lives. Thank you so much!

Anyone interested in volunteering for ELIPS should contact Christine Wheeler at elips@elaweb.org.uk You must have a minimum of 2 years' PQE and be ELA members but the great advantage is that you can be based anywhere.

Mumsnet Clinic

ELA members provide support with quarterly online Mumsnet clinics run in conjunction with Maternity Action (led by Katie Wood). There is currently a panel of 35 volunteers.

In 2023 the clinic provided free legal advice on maternity and parental rights to 66 Mumsnet users facing pregnancy and maternity discrimination, redundancy and difficulties returning to work after maternity leave. The cost of living crisis also led to an increase in enquiries about maternity pay and family benefits.

Pro Bono Committee Report *cont.*

The majority of those asking for advice had an income under £30,000. Everyone who received legal advice in the course of the clinics was given an opportunity to provide feedback. Feedback has been overwhelmingly positive. 86% reported feeling more confident to take action following our advice. The following are examples of the feedback received:

It makes it a lot clearer on what my next steps may be. I was unsure of what I could do, but now this has been explained clearly.

Clarity and less uncertainty.

I feel informed.

My work hasn't been acting appropriately so I have been able to use this advice to stand my ground.

ELA Annual Conference 2024

I am delighted and very excited that we have a break out session at this year's annual conference. To my knowledge, it is the first session run by the Pro Bono Committee for some time. The session will be a panel discussion focussing on access to justice and how pro bono fits into the current legal landscape. We have a great panel of speakers from the voluntary sector and/or prominent individuals in the field of pro bono.

And finally...

I have been very happy with what we have managed to achieve since last September. My aim was to deliver on two fairly major projects and if possible, to develop new initiatives. Thanks to the enthusiasm, ability and commitment of the committee, we have done this and more.

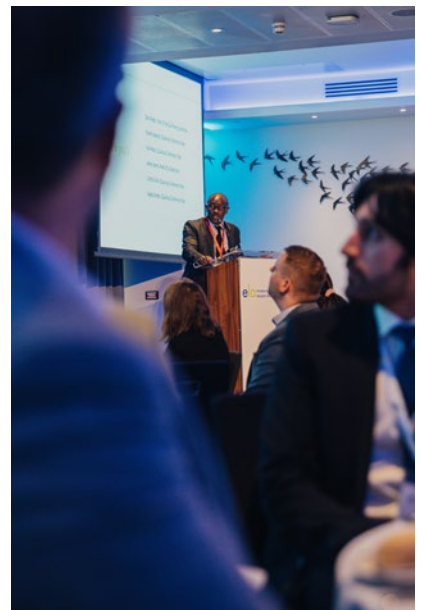
I am very grateful also to the ELA operations team, especially Charley, Angie and James for all their invaluable assistance and support in the development and execution of these projects.

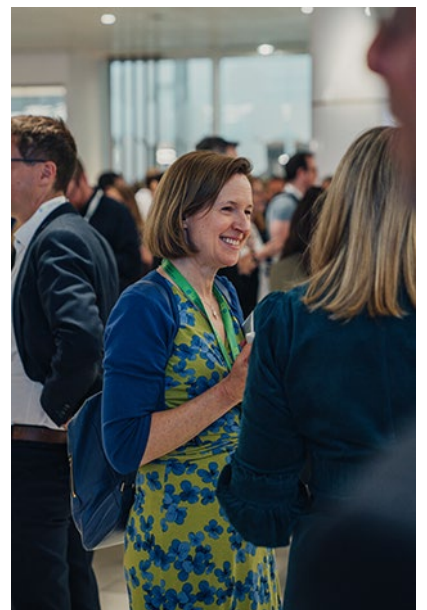
Thank you to everyone who has volunteered for Pro Bono work and if you are interested in getting involved in any of our initiatives or in pro bono work generally, please do contact me on enash@constantinelaw.co.uk



Eliza Nash
Chair Pro Bono Committee







Chair, Editorial Committee
Marc Jones, Marjon Law



Editorial Committee Report

The Editorial Committee meets to ensure that for 10 months of the year, ELA Briefing is published and sent to ELA members. This is sent to members either electronically by email or as a hard copy to their preferred address.

ELA Briefing is also published on the ELA website, where all previous editions can be found.

The Editorial Committee members are:

Natasha Adom, GQILittler
Kathleen Bada, Herbert Smith Freehills LLP
Jo-Anne Graham / NicolaTaylor, Government Legal Department
Clare Fletcher, Slaughter & May
Clive Howard, Keystone Law
Douglas Leach, Guildhall Chambers
Craig Ludlow, 3PB
Richard Linskill, Gunnercooke LLP
Louise Mason, Linklaters LLP
Sara Meyer, MAKE UK
Nikita Sonecha, Browne Jacobson

The aim of ELA Briefing is to provide informative and incisive articles on employment law and related topics to a diverse membership. Members ideally want articles that not only reflect the latest decisions, but also want articles that are practical, wide-ranging and thought-provoking.

Over the last 12 months, we have had many interesting and thought-provoking articles and long may this continue. The Editorial Committee strives to include the best articles possible for ELA members.

To achieve our aim, we rely on employment lawyers, practitioners, the judiciary, professional bodies and government agencies to give up their time to write articles. ELA Briefing would not exist without their valuable contributions.

Our thanks go principally to the authors of articles provided for inclusion in ELA Briefing, and irrespective of whether they are published or not, the Editorial Committee is extremely grateful for all articles received.

Thanks also go to the Editorial Committee that meets virtually every month (except for August and December) to read, scrutinise and debate what articles should be included in each ELA Briefing edition.

Editorial Committee Report *cont.*

Lastly, thanks to the team at Thomson Reuters for producing ELA Briefing, and in particular, Matthew Bell who edits and formats each edition.

It is a collective effort by those named above, that has ensured that ELA Briefing continues to be one of the best employment law journals around.



Marc Jones
Chair Editorial Committee

Chair, Training Committee

David Regan, Squire Patton Boggs (UK) LLP



Training Committee Report

I have the pleasure of chairing ELA's Training Committee, which largely means that I take the credit for the hard work of all the members of the Training Committee listed below!

The role of the Training Committee

The Training Committee has a challenging, but enjoyable remit, as it needs to ensure that ELA's training meets the needs of all of our members, who come from firms of all different shapes and sizes, is topical but also forward-looking, whilst making sure that we are giving members across all PQEs the practical knowledge they need to grow in their role. Oh, and we also need to find the perfect balance of virtual and in-person events...for this reason it is vital that the Training Committee continues to attract members from across the entirety of the profession and with a variety of PQE.

In the calendar year to 30 April 2024, the Training Committee was responsible for:

- 3,789 individual bookings
- 495 'team license' bookings
- The largest-ever ELA Annual Conference and Dinner (with over 600 day attendees and over 370 dinner guests)
- 19 webinars
- 1 Annual Lecture (shown both virtually and in-person and with over 250 attendees, the majority of whom attended in person)
- 13 courses (a mix of half-day, full-day and multi-day and with over 900 attendees)

Topics ranged from our popular 'Employment Lawyers' Guide to...' series, to old favourites such as TUPE and Discrimination, as well as our ever-popular 'Introduction to Employment Law' (commonly known as 'Bootcamp!') residential course. We also covered more niche areas such as Insolvency, positive action, dual-employment and finished the year with a bumper holiday pay session.

Speakers and attendees continued to come from across the UK and from a wide cross-section of firms, ensuring that we continue to reflect our membership as a whole. We also had to cope with train, bus drivers' and teachers' strikes, including on one occasion having to turn an in-person event to a virtual event almost overnight!

All this in a year in which employment law, in relative terms, largely stood still! I suspect the next 12 months will not be so quiet...

Highlights

It's always hard to pick a highlight of the year, but if I have to, it would be Annual Conference, simply because it is the one day of the year that the members of the Training Committee receive the recognition they deserve for all their hard work. The champagne also helps too.... Everyone on the Training Committee carries out the hard work of coming up with ideas, sourcing speakers and chairing events unpaid and alongside their (often extremely busy) day jobs. I cannot thank them enough.

Training Committee Report *cont.*

We also could not operate without our fantastic speaker members, who give up their time to share their expertise and continue to grow the skills and knowledge of our members, many of whom are at what would be competitor firms, again without any charge. We are always looking for new speakers so, please, if you've been thinking of putting yourself forward, I'd love to hear from you!

None of our events, courses or webinars would happen however without the incredibly hard but often unseen work of the ELA admin team – James, Charley, Nick, Angela, Cynthia and everyone else. For those of you coming to the Annual Conference Dinner, please do drop by their table and thank them personally if you get the chance!

Looking forward

As above, the diverging positions taken by both main parties in the pending General Election promise to make the next 12-24 months an interesting time for employment lawyers – no doubt it will also be a busy time for those on the Training Committee as we endeavour to keep members updated!

One theme that became clear during the year is that we need to consider our pricing model for 'team' viewings of webinars, given the number of members who work remotely. We will therefore be reviewing the pricing model in H2 2024 and will update members once we have done so.

We are aware that there is lots of free training and that training budgets are tight in the current financial climate, meaning we need to work harder than ever to ensure that our training meets your needs. Hopefully, the fact that we have had another record-setting year means we are doing so. If we are not, then please do feel free to email me, or give me a call – I'd love to hear from you.

Ultimately, the Training Committee does not exist in isolation – we need members not only to attend events, but also to suggest them, and to organise them. We do have a fantastic Training Committee, but we do periodically need new members, not least as our programme of events continues to grow. Please do look out for emails inviting you to apply and put yourself forward – if you want to know what being on Training Committee entails, look out for the green lanyards at Annual Conference...

On that note, my final thank you is to you, our members – thank you for coming to our events, thank you for suggesting topics, and thank you for speaking. We could not do it without you!



David Regan
Chair, Training Committee

Chair, International Committee

Kathleen Healy, Freshfields Bruckhaus Deringer LLP



International Committee Report

I am pleased and proud to report on the activities of the International Committee for 2023/24.

When I sat down last year to write our Committee's report, the end of the Covid-19 pandemic had just been officially announced by the World Health Organisation. But notwithstanding that fact, I noted our expectation as a Committee that the effects of the pandemic, in particular on ways of working, would be with us in different forms around the world for a long time to come and would influence the topics of discussion we might wish to discuss and debate internationally.

Not a surprising assumption. But this year we have continued to see that played out in a number of different ways. From requests for training and suggestions for themes and topics that could be useful, through to outreach to other committees seeking international content, the ways in which we can learn and develop as employment lawyers through the sharing of international legal trends and workplace practices continue to be pivotal to the work of our Committee.

Aims of the International Committee

The aims of the International Committee are (1) to bring an international perspective to bear on the possible future development of legislation and caselaw in the UK; (2) to leverage the breadth of international experience that we have on the Committee; and (3) to build relationships with employment lawyer groups around the world and in particular with equivalent employment law Committees, where there is opportunity to do so.

Our membership

I reported last year that we were in the process of refreshing our membership and I am pleased to say that following a call for applications, we were delighted that there were so many ELA members keen to join.

Following a selection process, we now have six new members – Tom, Anna, Marguerite, Adrien, Rob and Tessa. They are each already making their mark with their enthusiasm and ideas.

Trends and training

We have continued to run a number of training sessions this year covering a variety of international topics, most recently "Uber Around the World – Where are we Now?" which brought together in-house and private practice speakers to discuss developments in the law relating to the GIG economy, comparing developments in the UK with caselaw in New Zealand and the US.

However, the undoubted highlight of this year was the 8th ABA Labor & Employment Section/ELA International Committee's Transatlantic Conference which took place in September last year. These conferences are held every two years and have been running now for 16 years. This event is the highlight and showpiece of the International Committee's calendar.

International Committee Report *cont.*

The 7th Transatlantic Conference was held in September 2021. That conference, held as it was towards the end of the most stringent pandemic restrictions, but whilst many countries still had various travel restrictions, was the first (and, I hope, last) fully remote conference. By then most of us had lived with the ‘magic’ of Teams and Zoom conferences for far too long and whilst all speakers worked hard to bring debate and discussion to the variety of ‘near’ post-Pandemic topics, we simply weren’t able to recreate quite the magic that comes with seeing old friends and colleagues in person at this event.

So, we were so happy to be back in person last year! The 8th Transatlantic Conference saw us gather together in London in person and it was like old times, but better.

We welcomed our guests the night before the Conference at a cocktail event, held at The Liberal Club, a venue steeped in political history and one which our international guests in particular enjoyed.

The following day we moved across the Thames to the Park Plaza for to discuss and debate “The World of Work – Where Next?” The topics that made it onto the final agenda for our meeting speak volumes about how many of the domestic trends that we are seeing in employment law in the UK are echoed, and/or replicated in one form or another around the world. For example, the international perspective on managing gender critical beliefs in the workplace, AI and the global ‘rise of the machines’, the renewed interest in certain parts of the world in unionisation and the collective voice – these were all topics that we covered at the Transatlantic Conference and ones which we will continue to debate going forward.

The event was a great success, with over 100 attendees from around the world joining us as well as our ‘local’ ELA attendees. All the members of the Committee were very happy to be able to welcome our many international guests and speakers back to London.

Particular thanks go to Claire Dawson and Kelly Bunting on the ABA side for helping us pull the event together and to Emily Chalkley, Anna Birtwistle and Toni Lorenzo on the International Committee side, as well as the wonderful James, Charley and Nick at ELA (and all the sound and lighting magicians), without whom the event would simply not have happened.

Building relationships

Our Committee members continue to participate in discussions and round-table sessions that are organised by both the EELA and the ABA. In the post-Brexit world, we do not take these friendships and connections for granted. A number of the Committee members attended the 2023 annual EELA Conference in Bucharest, an extremely well attended affair, culminating in a grand dinner at the People’s Palace. The bar for the next EELA conference in Iceland in June 2024 has been set high!

International Committee Report *cont.*

We continue also to participate in various of the ABA Labor & Employment Law Section's events, including last year's Mid-Year conference in Amsterdam and the 17th Annual Labor and Employment Law conference in Seattle.

Looking forward

This will be my last report as International Committee Chair, as I am stepping down at the next ELA AGM. It has been a complete privilege to be on this Committee and in particular to Chair it. I am leaving it in very good hands, with Anna Birtwistle having kindly put herself forward as the next Chair.

My thanks to all of the Committee members for their hard work, ideas, passion for employment law and good humour at all times. I will miss you all. A particular thank you to Paul Goulding KC who is stepping down from the Committee when my term is up – I am grateful to him for having agreed to have his arm twisted to stay on to see my term as Chair out!

And last but not least, thank you to the fabulous ELA team– James, Charley, Nick, Angela and Cynthia for all the support you give our Committee.

Au revoir and good luck!



Kathleen Healy
Chair, International Committee

Chair, In-House Committee

Ken Morrison, St. George's University of London



In-house Committee Report

I am Ken Morrison, General Counsel at St George's, University of London, the UK's specialist healthcare university. I have been chair of the inhouse committee since 2022.

I was appointed as chair of the inhouse committee having initially served as member of the inhouse committee from 2021. I became interim chair in early 2022 and was appointed chair later that same year. I have served ELA for three years.

The inhouse committee included the following volunteers drawn from the membership over the past year:

Radhika Aggarwal, Principal Employment Solicitor, Oldham Metropolitan Borough council (resigned)

Laura Cropley, Employment Counsel, UK & ROI, Specsavers

Rachel Dabiri, employment counsel, Informa plc

Zoe Dudgeon, Vice President, Employment Counsel, Deutsche Bank

Kate Gallagher, General Counsel, University of Nottingham

Shona Logie, Senior Corporate Counsel, Labour & Employment, Rimini Street Ltd. (resigned)

Ajay Khandhar, Lawyer, Canva

Beth Kruszynskij, in-house employment counsel, CBRE Ltd;

Anne McFarlane, Senior Solicitor, Glasgow City Counsel (resigned)

Elaina Moss, General Counsel, SS. John and Elizabeth Charity

Debbie Nathan, Associate General Counsel, University of the Arts London

Lorrelee Traynor, NHS Wales Shared Services Partnership

Verity Watson, Deputy HR Director and Legal Counsel, University of Strathclyde;

Michael Whitbread, Senior Legal Counsel, Vesparum

Sarah Wilder, Global Legal Director, Employment & Litigation, Staffbase

We set out to deliver an in-person conference, to learn more about our membership so that we can tailor our services towards meeting our membership's needs better, and to continue to work with the broader ELA management committee to work out a more streamlined way for ELA inhouse members to purchase membership plus access to some or all of the programme of events and activities that ELA offer members, instead of "pay as you go". These proposals are now advanced and may soon be ready for submitting to the management committee for approval.

In-house Committee Report *cont.*

We hosted our full day annual inhouse conference at the end of March 2024 and launched our inhouse questionnaire the same day so that we can get more information on the ELA inhouse membership to facilitate a more sophisticated programme of events and activities. Two ELA members, Cerys Mather (member at large) and Sarah Wilder (inhouse committee member) have worked together to deliver the questionnaire and work with the ELA treasurer to road-test proposals for rolled up membership and pre-paid access to some or all of ELA's programme of activities and events.

The highlight of the inhouse committee this year was our inhouse conference on 21.3.24. We had six sessions across the day covering everything including employment law compliance in our supply chains, the impact of AI, learning from the Uber experience, how to find your next job within the inhouse environment, practising employment law internationally and finishing with discrimination in the workplace. We hosted post-conference drinks and dinner to afford attendees further networking opportunities. I am particularly grateful to the speakers all and to the colleagues on the committee who volunteered to chair sessions across the day. Thank you.

Please take five minutes out of your day to complete the questionnaire so that your committee can gain a better understanding of you and what activities you would like your organization to deliver so that we can develop a detailed programme targeted towards the inhouse ELA membership.

Please volunteer to serve on the committee or on any as-and-when projects we might choose to run.

It has been a privilege to serve as the chair of the inhouse committee for the past few years. I am not standing for re-election so reflecting on my time on the committee and as the inhouse representative on the Management Committee I would encourage you all to volunteer. I had major imposter syndrome when I started out in 2021 and did not believe that I would fit in with the others, most of whom seemed to be either much more knowledgeable or more senior than me. However, I quickly found that all active ELA members share a common goal of making ELA's contributions to the legal professions impactful and meaningful. These are ambitions I share, and it seems to me reflecting on the past few years that we have certainly moved in that direction. There is much more that could be done, and I wish those who follow me as chair all the best wishes and know that, with your support, ELA will continue to thrive.



Ken Morrison
Chair, In-House Committee

Report from ELA Junior Lawyer Representative

The Junior Committee meets by-monthly to discuss the needs of ELA's junior members (less than 5 years PQE/call), as well as organising:

- Training;
- Social events; and
- Pro-bono opportunities.

We are keen to ensure that we take in regular feedback from junior members across the UK and across all of the different branches of the profession. We have sought to ensure that the Committee reflects (as far as possible) the membership. This diverse group of junior lawyers seek to help and ensure that ELA meets the needs of all of its junior members.

The Junior Committee comprises:

Chair: Hannah Lynn, Brahams Dutt Badrick French LLP

Cerys Mathers, DAC Beachcroft LLP (ELA Management Committee – Junior Member at Large)

Hannah Capstick, Howard Kennedy LLP

Georgina Churchhouse, Littleton Chambers

Chantelle de Filippis, Stevens & Bolton LLP

Nelofar Farhang, Morgan, Lewis & Bockius UK LLP

Natalie Flynn, Ashurst

Ellen Goodland, Burges Salmon

Fen Greatley-Hirsch, Broadway House Chambers

Jemma Green, Bryan Cave Leighton Paisner LLP

Rachel Harris, Freshfields Bruckhaus Deringer LLP

Kate Heywood, Withers LLP

Kate Higgins, Addleshaw Goddard LLP

Patrick Higgins, Bishopsgate Law

Lauren Hitchman, 2 Temple Gardens

Sophie Jamieson, Lewis Silkin

Roisin Kavanagh-Brown, Teacher Stern LLP

Christopher Leneghan, A&L Goodbody - Belfast

Albert Mould, Slater Heelis Limited

Rebecca Mullins, Burges Salmon

Alice Rockall, Conde Nast

Sylwia Zaczek, Hutchinson Thomas

I was appointed to the role in September 2022 and made the decision to refresh the entire ELA Junior Committee to allow for new members to join. This has meant we have been able to ensure that we have a diverse group of committee members, which span the breadth of our general membership. This includes ensuring that we have as many committee members throughout the UK, in different firms and at different levels of pQE/years call.

Report from ELA Junior Lawyer Representative *cont.*

My aims coming into the role have been to:

- Continue the excellent work of the previous committee to ensure greater engagement from junior members and deliver training that assists members' professional development;
- To ensure engagement from junior members around the UK, specifically outside of London; and
- Expand social and networking events for junior lawyers.

The whole junior committee plays a key role in my being able to carry out my role, Cerys Mather in particular as Junior Member at Large provides invaluable support to all aspects of the junior committee.

The Committee have assisted with ensuring our speed mentoring event has gone smoothly, contributed to ideas for future events (including socials and training) and made sure that other junior lawyers are aware that we are here.

The committee has continued to ensure that junior lawyers have had a voice at ELA since September 2022 and that has continued in 2023/24. We have successfully run several speed mentoring events, enabling the popular initiative to continue as it has done in previous years back in person again. The purpose of the speed mentoring events is to provide both mentees and mentors with an opportunity to meet and expand their network in a relaxed environment with a view to developing contacts, support amongst peers and ongoing mentoring opportunities.

We have relished being able to hold an in-person event again and successfully held the junior committee's first ever slot at ELA's annual conference in May 2023. We hope to be able to continue to hold junior specific events at future conference slots.

We have also held our first social event in London on 8 June 2023, this was a successful event that has led us to plan more social events in London and the regions in 2024 – watch this space!

We have a further speed mentoring events in June 2024 in London (venue TBC) and hope to have at least one other event before the end of the year.

We already have engagement from junior lawyers outside London which is a big win for us. We are very keen to ensure that the idea that ELA is 'London centric' is not true and want to ensure future initiatives are for all of our junior members no matter where they are based.

I hope that we can continue along the path that we are currently for the rest of the year.

Report from ELA Junior Lawyer Representative *cont.*

I am so pleased that the new ELA Junior Committee members have thrown themselves into their roles. They have really reminded me how successful we can be when we work as a team. A bit shout out to Cerys Mather who effectively shares my role without the job title and is always first to put her hand up for everything.

We wouldn't be half as good a committee however if it wasn't for the excellent operation team at ELA who work exceptionally hard to assist us with everything that we need.

- Speed Mentoring event in June 2023;
- a social is currently being arranged in Guildford for later this year; and
- our social event in London over the summer is in the pipeline.

We look forward to seeing the junior membership at these events!

The committee welcomes any ideas and input from any of ELA's junior members on future initiatives or even if there is something they want to highlight that they think would be important to our members please do get in touch.

We are looking forward to the year ahead and are very much looking forward to seeing the ELA junior membership in person!



Hannah Lynn
ELA Junior Lawyer Representative and Chair of the ELA Junior Committee

Chair, Pastoral Committee
Beth Hale, CM Murray LLP



Pastoral Committee Report

It has again been an absolute privilege to chair the Pastoral Committee during a year when wellbeing has rightly been at the forefront of minds for the whole legal profession.

I am really grateful for the enthusiasm and commitment of our excellent committee. We have recently recruited a number of new members for the coming year, but in 2023/24 our committee members have been as follows:

Chair: Beth Hale, CM Murray LLP
Emma Clark, Keystone Law
Catherine Maskery, Russell Cooke LLP
Sinead McCracken, Government Legal Department
Elizabeth McGlone, Didlaw
Natasha Mills, Clyde & Co LLP
Philippa O'Malley, Slaughter & May LLP
Helena Pires, Lewis Silkin
Charmaine Pollock, Farrer & Co LLP
Jessica Shemmings
Clare Walsh, Penningtons Manches Cooper LLP
Melissa Willrich, DWF LLP
David Palmer, Addleshaw Goddard LLP

We are as ever expertly assisted by the brilliant Charley Masarati who makes sure we actually get stuff done.

Our aim as ever has been to provide meaningful and regular pastoral support to ELA members, including:

- Provision of regular webinars on a wide range of topics, with a particular focus on practical advice and support for our members as they navigate the variety of challenges posed by our profession;
- Creating some video content for the ELA website providing tips and practical advice on entry into the profession, career development and other challenges;
- Creating informal opportunities to bring employment lawyers together virtually (and, where possible, in person);
- Creating and maintaining a database of useful contacts for members on the ELA website;
- Administering the ELA scheme providing support for self-funding employment lawyers.

We have run a huge number of excellent (and really well received) online sessions, covering a wide range of issues including fertility, ergonomics, happiness, dealing with difficult people and managing anxiety in the workplace. We have also fun several virtual coffee mornings at which employment lawyers from all over the country have an informal opportunity to network and chat about the challenges they face (or, indeed, about whether Arsenal will win the league or any other topic they choose).

Pastoral Committee Report *cont.*

We are in the process of planning a breakout session at the conference on the wide ranging topic of “Why what we do is so difficult (and how to make it easier)” and are planning future webinars on topics as diverse as loneliness, the importance of sleep, the Second Brain and the pros and cons of different types of therapy.

The online video content is a work in progress and we have a sub-committee working on getting this up and running over the next few months.

We regularly get several hundred sign ups for our online sessions, we get consistently positive feedback and I am frequently approached informally by members who have appreciated our sessions and often have suggestions for new topics. I have never been more convinced about the need for this committee and the importance of our work.

Huge thanks go to:

- Charley Masarati for her incredible cheerfulness and persistence;
- Jessica Shemmings for her amazing work on the committee right from the start – we miss you!;
- All the excellent members of the Pastoral Committee – past, present and future – for your willingness and enthusiasm;
- Marian Bloodworth (again) for spotting the need for this committee and acting on that need at such a crucial time;
- Paul McFarlane, Caspar Glynn and James Jeynes for their unerring support for our work;
- And finally – all the brilliant speakers and contributors who have so generously provided their time and expertise.

We are always happy to receive suggestions for future topics and events from members. However niche or specialist you may think your ideas are, there will always be someone else who has experienced similar and would appreciate some guidance or assistance. Similarly, if you have seen or heard any great wellbeing content (whether related to the legal profession or otherwise) please do let us know – we are always on the lookout for excellent speakers. Please feel free to get in touch with me or any other member of the committee.

Thanks again to all those who support and contribute to the work of the Pastoral Committee. As a profession, we need to get better and braver at acknowledging the challenges we face and supporting one another in overcoming those challenges. I hope that the pastoral events provided by ELA play a small part in that change and I look forward to meeting as many of you as possible in person or online in the coming months.



Beth Hale, CM Murray LLP
Chair, Pastoral Committee

Report from Regional Representatives

The last 12 months have seen some great opportunities for members within the Lower South East region to catch up.

In June 2023, the Solent Employment Law Conference took place at Utilita Bowl in Southampton. This year the event took place slightly earlier in March 2024 and we had around 45 attendees for a whole day of training. During the day we heard from four barristers on a range of topics including neurodiversity, TUPE, drafting ET3's and restrictive covenant enforcement. It was great to catch up with local members in person.

In January 2024, an Advocacy Training Day took place in Southampton which provided an opportunity for members to develop advocacy skills in a practical environment.

Looking forward, I have organised a networking lunch in Winchester in June 2024, following the popularity of this event in 2023. James Jeynes, Head of Operations, will also be attending and we look forward to meeting ELA members there. A social lunch also took place in Kent in September 2023 and I enjoyed hosting an ELA coffee morning in January 2023.

The training committee are continuing to put forward a wide and diverse range of training. I enjoyed chairing a national webinar on the employment aspects of insolvency in September 2023.

As always, I welcome any suggestions for speakers/topics. I am grateful for any feedback, comments or suggestions from ELA members in the region. Do please get in contact if you have any ideas and I would be happy to discuss.



Sarah Hayes, Paris Smith LLP
Lower South East Regional Representative

Report from Regional Representatives

Midlands

Having been in role since October 2022, I set out with the intention of driving engagement with our ELA members across the Midlands region. The Midlands answered my call.

Over the last year, I have hosted socials in Birmingham, Nottingham, Cheltenham and Lincoln and it has been wonderful to see so many turning up to network with likeminded professionals. Events have included breakfast meetings, darts at Flight Club, and relaxed evening drinks.

I intend to continue down this path with a lunch in Birmingham in April. I am also making plans for a 'speed quiz' and 'net-walk' event coming later in the year.

Last summer, the Midlands was also the first region to launch ELA's brilliant in-person regional advocacy course, this has now been rolled out across several regions and will hopefully return to the Midlands again in the future. I am always interested in new ideas for training and can liaise with the Training Committee in taking these forward. If you have any particular suggestions, or think there's a training gap we can fill, please do let me know.

Likewise if you have a particular event in mind that you think would work well in your area, I'd love to hear about it. Please do get in touch if you have any requests or ideas, including if you would like to host a get-together for ELA. I can be contacted on LinkedIn or by email.

Thanks to everyone who has participated in a Midlands event this year, it's been great getting to know you.



Steph Pye, Shoosmiths
Midlands Regional Representative

Report from Regional Representatives

In the North East we were really pleased to have held a very successful in-person meeting with Employment Judge Seamus Sweeney. Judge Sweeney talked about themes/trends in the Newcastle ET/North East region, upcoming changes and also his transition journey from practitioner to judge. We have a breakfast social planned for April and will be following this up with more face-to-face events throughout 2024.



Claire Rolston, CLR Law Ltd
North East Regional Representative

Report from Regional Representatives

North West

Thank you to members for their support in attending events over the last year. We have continued to work on increasing engagement in the region by holding a very well attended social in Manchester where members enjoyed coming together over food and drink making new contacts in the region and sharing experience.

We are busy planning the next events in both Liverpool and Manchester over the coming months with in-person training, breakfast get togethers and evening socials all being lined up. I very much hope to continue to increase the numbers who get involved and build up all our networks regionally.

I would like to take this opportunity to thank Charley Masarati, her team, and James Jeynes for all their support and assistance throughout this year in putting together the events in the region and ensuring that the ELA continues to develop from strength to strength.

As always members are continually encouraged to give feedback. I welcome any ideas and suggestions from local members of what they would like to see in the region in the coming year. I look forward to hopefully seeing you all at an event soon!



Lindsey Knowles
North West Regional Representative

Report from Regional Representatives

Upper South East

I have now been in post as the Regional Representative for the Upper South East region for the past 15 months. I have therefore seen a full calendar year of events across the region and made contact with many members in that time.

We have run 8 evening social events across the region in the last year. These social events have gone down very well with many members saying it was a good opportunity to reconnect with members, particularly since the pandemic. The membership in every location was varied in their professional experience, the client base they represent and the areas of employment law advice that is being provided. This diversity results in very diverse needs of the membership to which I represent. The majority of the feedback during these social events have been positive towards ELA but with an element of naivety about what ELA can offer. We are much more than just a training organisation and this has prompted lots of “signposting” to areas of the website for support such as pastoral and pro bono opportunities for members to access. Since delivering these socials, members have reached out and confirmed how supportive and accessible they have found ELA pastoral support, so this area of the organisation should be commended.

We will be running the social events again this year, broadly the same time of year as well, to ensure that we can maintain and build momentum for engaging an increasing proportion of the membership.

We will also be running the Advocacy Course within the region that has proved to be very popular in other regions – date to be confirmed at the time of print.



Sam Greenhalgh, Birketts LLP
Upper South East Regional Representative

Report from Regional Representatives

Scotland

In Scotland we have held a series of events including in-person social events in Edinburgh and Glasgow and a breakfast meeting in Aberdeen. Turn out for these events has been good and we intend to undertake more in-person training and social events through the rest of the year.



Fiona Herrell, Brodies
Scotland Regional Representative

Northern Ireland

In September we held our first in-person event in a long while, with around 15 people gathering for an in-person social event in Belfast. We are looking to organise more in-person training and social events throughout 2024. Look out for the invites!



David Mitchell, Millar McCall Wylie
Northern Ireland Regional Representative

Report from Regional Representatives

Wales

Having not had a representative for some time, in 2023 we immediately got started in planning our first social event. We had a great turnout in Cardiff and we were honoured to be joined by various members of the judiciary including the President of the Employment Tribunals in England and Wales, Barry Clarke.

In December 2023 we hosted Christmas drinks which were again well attended and the Regional Employment Judge for Wales was in attendance.

The regional survey and these events have highlighted that we need to keep up the networking across Wales and we have had some excellent lawyers volunteer come forward to speak at future events.



Hannah Belton, Morgan LaRoche
Wales Regional Representative

Report from Regional Representatives

Yorkshire & Humberside

I have been the Regional Representative for Yorkshire and the Humber for several years now. My aim on appointment was to increase engagement and to promote events in the region involving local members and over the years I have worked hard on this.

In the last year we have run a number of successful events such as Advocacy Training, Meet The Regional Judge and Coffee mornings. We have also hosted a number of lunches across the region for members to attend and network with one another. When I say we, I could not have organised all this without the help of James Jeynes and Charley at Byword word who are instrumental in keeping me in check and moving the region forward.

We have also continued the ELIPS scheme in our region and are the first region to PILOT extending the scheme to assistance with Judicial Mediation. Take-up is slow but hopefully this will become an integral part of the offering. Volunteers in our region for the scheme are growing in number and the take-up generally is high. I credit the success of the scheme to the ELIPS scheme co-ordinator Christine Wheeler and Jenny McGrandle who work tirelessly to make this offering work for unrepresented individuals and companies.

I have also attended the northern Pro Bono Meetings this year which has been great for the reach of ELIPS and spreading the word. The highlight of my year so far was the Christmas Quiz and thanks to Blacks solicitors for hosting that. Gordons are hosting the next one and involvement from firms in the region in terms of support like this has been greatly valued, thank you to everyone who has offered support in terms of accommodations or input into training and of course attendance. We have a fantastic northern community. I really value the feedback that the members give me via email and in person and would also thank you for your positive input to all things ELA.

This year I am to become more involved with ELIPS as the scheme develops and would love to form a regional committee to run events. If anyone is interested in joining the committee please contact me. I already have a few volunteers but the more the merrier. I'm very much looking forward to 2024 and what that will bring. I will continue my email updates from the region and if anyone has any ideas for events, social or training, I would encourage you to make contact.



Marie Walsh, Consilia Legal
Yorkshire & Humberside Regional Representative

Head of Operations
James Jeynes, ELA



Operations Report

ELA continues to go from strength-to-strength with the operations team working harder each year to deliver what members tell us they want. In 2023 we tried to ensure that we delivered in-person events in every single region of the UK. On top of this, we have had an excellent year of success and operational wins, including:

- The delivery of a bigger, more popular ELA Annual Conference with over 600 attendees;
- We have continued to arrange, manage and deliver high quality training and events through our Zoom conference and webinar software; now with added captions and intros;
- The continued redevelopment of the ELA website which includes many improvements to ensure those visiting the website had a more valuable experience;
- We delivered over 20 in-person social get togethers across the UK which saw over 300 members meeting socially in local hubs

The ELA Operations team are an amazing team, throughout the our team maintains such a professional, comprehensive and valuable service which caters for every member need. Our excellent team are:

- Angela Gordon, **Finance Officer & Webinar Editor**
- Cynthia Clark, **Website Manager**
- Christine Wheeler, **Pro Bono Administrator**

And from our hugely valued service providers, Byword Business Services Ltd, we are supported by:

- Charley Masarati
- Nick Walsh
- Penny Moorman
- Emily Masarati

Without this team and its absolute dedication to ELA, we would not be able to provide such high value services to members throughout the year.

Operations Report *cont.*

Website Update

Phase 2 of the website revamp has been concluded and we are pleased to have been able to upgrade the member experience when logged into their MyELA membership space. We have added the ability to bookmark items; see your recently viewed pages; find more things like this on pages you visit; what is new to you; ELA Briefing editions grouped by month and an improved tabbed and icon display for events. If you have not visited your MyELA space for a while, now is the time.

Looking Ahead

I am working every week with the ELA regions to ensure we are present outside the of the London activities. If you have not attended a regional event, please do so as I am absolutely certain you will enjoy the chat and catch up with like-minded ELA colleagues.

Membership Reports

As at 2 January 2024, ELA had 6767 members, compared to 6530 at the same point in 2023. The membership comprises:

6282 Full Members, compared to 6034 in 2023

491 Associate members, (trainee, foreign, qualified lawyers engaged in researcher, members of the judiciary), compared to 329 in 2023

393 Correspondents, (voluntary sector organisation members with a material interest in employment law), compared to 167 in 2023

Our plan in 2024 is to survey the in-house membership so we can better serve this group and to roll out events across the UK with a mixture of socials, breakfasts, lunches and one day training events. Keep a look out!



James Jeynes FRSA
Head of Operations
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Thank you



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