

How We Support Our Clients



International Employee Advisory and Policy Creation

We've advised a small consultancy business since 2017. They provide training to a broad section of the community with a focus on diversity, inclusion, equality and entrepreneurship, and provide employability and wellbeing skills to under-represented groups such as international women.

Their funding primarily came from the EU and before the pandemic, involved frequent international travel to collaborate with international partners. We've advised them on the National Minimum Wage for staff funded by the Erasmus Plus scheme and Brexit, as well as terms and conditions relating to travel, where staff could choose to spend additional time abroad, and the accompanying policies for travel and expenses.

As a small and diverse business many of their employees work flexibly, so we've advised on and drafted bespoke contracts to accommodate situations that are unusual in larger organisations. Recently, we've advised about Covid-19 and issues arising from home working, employees with health conditions and employees moving to new locations whilst still employed. We've also advised on and drafted a self-employed consultancy contract for a European individual working from Mexico, with the caveat that it should be checked by a Mexican lawyer before use.



Kelly Gibson

Associate Chartered Legal Executive

☎ +44 (0)7442 947 032

✉ kelly.gibson@irwinmitchell.com