



Supporting the Education Sector



As an education provider, you'll be juggling a number of priorities as you look to meet the needs of pupils, students and their families, as well as your staff. To help you achieve your goals, you'll need straightforward, sensible legal advice and good budgetary control.

As sector specialists, we offer comprehensive support and insight that goes above and beyond traditional legal services.

Whatever legal issue you face, we'll be there to support you.

Contents

- 4 Who We Work With
- 6 Our Service Promise
- 8 How We Can Help
- 10 Our Products
- 12 Key Contacts

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I feel really positive about our experience with Irwin Mitchell. They're good value for money, provide a good service, and have talented people.

Laila Barbe

Deputy Head of Legal, BPP University

Who We Work With

We work with a range of education organisations, helping them to become resilient to challenges faced in the sector and allowing them to embrace opportunities for growth and progress.

Our work in education extends to:

- Academies
- Board members
- Free schools
- Further education colleges
- Multi-academy trusts (MATs)
- Nurseries
- Parents and pupils
- Schools
- Sixth form colleges
- Universities.



Our Service Promise

We're committed to delivering the highest level of service to all our clients. This is backed-up by our long-standing clients and the awards we've won for our client services.

As part of this commitment, we deliver:

Accessible and responsible service

You'll have a dedicated solicitor for each of your issues, and will receive their direct contact details. We'll keep you regularly updated on any issue we're dealing with for you and will quickly respond to any queries you have

Added value

We're committed to delivering more than just great legal advice. We can provide you with additional support to help you to achieve success and share common issues – often at no additional cost

Cost certainty and budgetary control

We appreciate that there is no one-size-fits-all approach to cost. We offer a variety of good value fee options. You'll have the flexibility to choose the level of support that you need to keep control on your legal costs

Solution-focused, pragmatic advice

We take pride in always giving practical advice and providing solutions. We'll work together to empower you in your decision-making and enable you to manage your legal issues as effectively as possible.





How We Can Help

We provide specialist, personable and proactive support with the full range of issues that affect education organisations.

These include:

Academy conversions	Immigration
Admissions and exclusions	Judicial reviews
Challenges to regulatory bodies	Land and property matters
Charity regulation and governance	Policies and procedures for legal compliance
Commercial contracts	Procurement
Freedom of information	Resolution of disputes
Funding and school governance	Safeguarding
General Data Protection Regulation (GDPR)	Special education needs
HR and employment law	Subject access requests.

Our Products

IM Educate

Some of our services are provided through IM Educate – a package offering training and bespoke legal services.

Key features:

- The comfort of knowing you have **access to expert legal advice** on a full range of issues – whether that's step-by-step guidance or sounding board advice
- **Budgetary control** – a range of discounted rates and fixed fees
- **A personal service** – no call centres, just direct telephone numbers and emails for those assigned to support you
- **Specialist advice** – the IM Educate team are all experienced in the education sector
- **Solutions-focussed and pragmatic advice** – to get you the outcomes you need.

IM Educate Bank of Hours

With this, you'd purchase a block of hours that you can call off as and when you need them. These hours can be redeemed against a number of our legal services.

Key features:

- You buy the number of hours you think you'll need – the more you buy in one block, the better rate we can offer. Should you utilise all the purchased hours, you will be able to top these up when you need to
- Banked hours don't expire and can be used as and when necessary
- We're always up front and transparent about our fees so you're fully aware of your usage
- It covers all day-to-day and general advice on employment and education law and extends to many other legal areas, including pupil issues, parental complaints, general property and litigation queries, and reputational management advice. Details of those additional areas can be given on request.

IM Educate HR retainer

We can also provide a tailored fixed-price employment law and HR advisory services on all day-to-day employment matters.

With your own dedicated solicitor, our practical support helps you take proactive steps to protect your organisation from staffing issues, which can be unpredictable and need careful handling. The cost of the retainer is based on a range of considerations, including the number of employees, and is renewable annually.

Key features:

- Direct access to your dedicated solicitor
- A written compliance audit of your existing employment contracts, policies, and procedures, along with recommendations for amendment/improvement where appropriate
- Access to an employee benefits platform for your staff – the platform gives access to a range of benefits, including discounts at Asda, Sainsbury's Interflora, Goldsmiths, Boots, Marks & Spencer, and much more.

Additional benefits

These additional benefits are available as part of our HR Retainer and Bank of Hours services.

Key features:

- A dedicated website which contains useful information and precedents. This also includes a practical and user-friendly online employment law manual. Our manual features managers' guidance toolkits, which can be used to appraise managers of important legal concepts, and practical advice when dealing with difficult and unfamiliar situations
- Access to a professional, confidential, specialist Employee Stress Counselling Helpline, a Health and Safety service (additional fees apply)
- A comprehensive employment tribunal insurance policy, provided by a blue-chip insurer. This policy empowers you to make decisions on how to manage and defend employment tribunal claims, safe in the knowledge that your organisation is financially protected
- Invitations to our training programmes and HR forums, for you and your team. We can also design bespoke in-house training (additional costs may apply)
- Regular email bulletins containing case developments and relevant legal updates.



Key Contacts



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