



## Employment law training designed for your business

### DISCRIMINATION AND RECRUITMENT - A MANAGER'S TOOLKIT

For any business looking to manage its exposure to discrimination claims arising from its managers' recruitment decisions, Torque Law's discrimination and recruitment training course is essential.

Managers and leaders will be given a sound grounding in UK equality law and increased confidence to help them work through each stage of the recruitment process, from advertising posts to making and retracting job offers. This interactive and thought-provoking session will be facilitated by the highly-experienced employment law solicitors from Torque Law, led by Tiggy Clifford or Emma Whiting (both Partners).

The course can be tailored to clients' own Equality & Diversity and/or Recruitment & Selection policies for maximum impact. As well as sharing knowledge and practical tips, the Torque Law team use group exercises to encourage discussion and improve understanding.

Duration: Half a day

#### Course outline

##### Discrimination under the Equality Act 2010

- protected characteristics
- types of discrimination
- defences and justification for discrimination
- protection for non-employees
- liabilities for employers and employees

##### Recruitment

- job adverts
- shortlisting
- interviewing
- job offers
- pre-employment health questionnaires

##### Certification

Delegates will be awarded a certificate of completion

*"Torque Law's HR training is hugely beneficial in developing the skills of our senior people and reducing our business risk."*

**Finance Director, Lithos Consulting Limited**