



Employment Law for Travel Employers

17 October 2018 • ABTA Ltd, 30 Park Street, London, SE1 9EQ

Agenda

09:30 **Registration, tea and coffee**

10:00 **Welcome from the moderator**

Ami Naru, Head of Employment, **Travlaw**

10:05 **Employment law update**

- Posted workers and the impact of Brexit
- Considerations when engaging homeworkers
- Legal update
- GDPR in an employment context

Ami Naru, Head of Employment, **Travlaw**

Natalie Dindar, Paralegal, **Travlaw**

Luke Golding, Associate Solicitor, **Travlaw**

11:05 **Tea and coffee break**

11:25 **Diversity and equality**

- What does equality and diversity mean in the workplace?
- Your obligations under the Equality Act 2010
- The impact of the #metoo campaign
- Gender pay gap reporting
- New guidance on dress codes and gender discrimination

Ami Naru, Head of Employment, **Travlaw**

12:25 **Practical exercise: diversity and equality**

- Test your knowledge in our quiz and discuss the answers as a group

Natalie Dindar, Paralegal, **Travlaw**

12:50 **Equality and diversity practices: travel industry case study**

- Why create a LGBT+ employee resource group?
- Launching an online diversity and equality inclusion training module
- Establishing employee resource groups within RCL Cruises Ltd and what the future looks like

Darren Hutton, LGBT+ Employee Resource Group Lead, **RCL Cruises Ltd**

13:15 **Lunch**

13:55 **Welcome back**

Ami Naru, Associate Solicitor, **Travlaw**

14:00 **Disciplinary in the workplace**

- Ensuring you have the right procedures in place
- Avoiding unfair dismissals
- Communicating with your employees

Ami Naru, Head of Employment, **Travlaw**

14:30 **Practical exercise: disciplinary in the workplace**

- Work in groups to go through real-life scenarios

15:00 **Effectively managing grievances within your organisations**

- How to look into the complaint
- Dealing with grievance and taking action
- Handling an appeal against a decision

Luke Golding, Associate Solicitor, **Travlaw**

15:30 **Tea and coffee break**

15:55 **Practical exercise: effectively managing grievances**

- Work in groups to go through real life scenarios

16:15 **Employment tribunals**

- An introductory guide to employment tribunals
- The process for employment tribunals
- At what point does a claim progress to an employment tribunal?

Ami Naru, Head of Employment, **Travlaw**

16:35 **Employment tribunals: travel industry case study**

- How do employment tribunals work in practice?
- What to expect and how to prepare

Danielle Grant, HR Manager, **RCL Cruises**

16:50 **Summary**

17:00 **Close of seminar**

Event partner

Travlaw[®]
solicitors
The travel and leisure law people

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About the event

Employment law is constantly changing. It's vital that travel employers keep up-to-date with these changes to ensure they are **compliant with new legislation** and able to handle the **realities of today's workplace**.

Gender pay gap reporting, the Posted Workers Directive, GDPR, and #metoo leading to raised awareness of sexual harassment in the workplace, are just a few of the latest developments to impact travel industry employers.

ABTA's new **practical workshop** will provide up-to-date and accurate advice on employment law and how you can apply legal principles at work.

Attend this event to ensure you have **effective policies and processes** covering data protection, holidays, working hours and pay, equality, diversity, discipline and grievance, employment tribunals and more.

This workshop is designed for those who have responsibility for human resource (HR) decision making within a travel organisation, including HR teams, legal teams and senior managers with operational and strategic responsibilities.

Benefits of attending

- Hear key employment law updates, **tailored for travel industry employers**
- Gain the confidence you need to **handle common employment issues and disputes**
- Take part in **practical exercises based on real-life scenarios** and benefit from travel industry case studies
- Get the latest on equality and diversity, including the impact of **gender pay gap reporting** and **#metoo**
- By attending this event you will **receive a certificate which can be used towards your CPD**

Prices

ABTA Member/Partner	£229 plus VAT
Non-Member/Partner*	£349 plus VAT

**To qualify for the ABTA Member/Partner discount you must have a current ABTA Member/Partner number or your application must be in progress when the event takes place. For details on becoming an ABTA Member or Partner visit abta.com/join*

Who should attend?

This seminar is designed for those who have responsibility for HR decision making within a travel organisation:

- HR teams or anyone with responsibility for an HR function
- Legal teams
- Owners, directors and senior line managers.

Register now

You can book online and pay by credit card or request an invoice. Visit abta.com/events to book.

You can view our terms and conditions on the event webpage at abta.com/eventstermsandconditions

Group booking discounts

Book **three places** and get **50% off the third place**

Book **five places** and get **100% off the fifth place**

This discount will be automatically applied when you book online.

For information on sponsorship and exhibition opportunities please contact **Matt Turton** on **020 3693 0194** or email mturton@abta.co.uk

ABTA Conferences and Events

ABTA Conferences and Events delivers practical training for the travel industry. Our aim? To keep the industry up to date on the most important, business critical issues, with a key focus on practical learning outcomes.

ABTA is the UK's leading travel association with a membership of around 1,200 travel companies.

Our vision is to enable the British public to travel with confidence – supporting our Members as they build their businesses and acting as an emblem of quality and assurance for their customers.

Our level of brand recognition and trust among consumers is high. 76% of people feel more confident booking with an ABTA Member.

Upcoming events

Business Travel Risk Management Seminar

3 October 2018, London

Data Protection and Management in Travel Post-GDPR

16 October 2018, London

The Package Travel Regulations: Preparing for 2019

30 October 2018, London