

What we do at Surenity





This is what we do

We are Employment and Immigration law specialists. Find below a brief summary of the core services that we offer.

1. Sponsor licence

You need a sponsor licence to grow your team to meet the needs of your business. We are here to remove any obstacles and obtain your sponsor licence as quickly as possible.

You need a safe pair of hands to take this off your desk. We'll handle the whole thing for you. Paperwork, documentation and preparation – we've got it covered.

2. Immigration visas

- Sponsor Licence applications
- Skilled Worker (including the Health and Care visa)
- Senior or Specialist Worker visa (Global Business Mobility)
- UK Expansion Worker visa (Global Business Mobility)
- Fiancé/Spouse/Unmarried Partner visa
- Global Talent visa
- Naturalisation/Registration
- Settled Status applications
- Visitor Visa (personal and business)
- Ancestry Visa
- Indefinite Leave to Remain
- Start-Up/Innovator visa

3. Employment Claims (Employment Tribunal)

At Surenity we are experienced employment tribunal advocates and can represent clients in a wide range of issues, including:

- Breach of contract
- Discrimination
- Group claims
- Protective awards
- Unfair dismissal
- Whistleblowing

We also offer clients the option of advice only on particular aspects of a claim, such as:

- Advice and assistance with preparation of documentation
- Advice and assistance with witness statements
- Advising on the merits of a potential claim
- Preparation of or advice on the claim itself (the ET1 claim form)
- Settlement negotiations (where appropriate)

Expert Employment Tribunal Services

We are able to assist with a range of hearings, including:

Preliminary Hearings – These may be held to decide case management or more complex issues. It is essential to prepare properly for Preliminary Hearings, particularly where the Tribunal wishes to decide parts of your claim.

Full Hearings – This is where expert cross-examination is particularly important and the Employment Tribunal decides whether the case is successful, and if so, how much compensation should be awarded.

Remedies Hearings – These are used when a Tribunal has decided that a case is successful but was unable to assess compensation at the Full Hearing. There are many factors determining the amount of compensation should be paid.

Hearings about costs – In certain circumstances parties may make an application for a Costs Order against their opponent. Whilst these applications can be made orally at a hearing and be decided at that time, this is not always possible.

Appeal Hearings – Where a party feels that the Employment Tribunal has reached a wrong conclusion, in certain circumstances they can apply for an Appeal. The Employment Tribunal will usually only allow this to happen in a limited number of circumstances, which are usually around arguments concerning the law and so, therefore, it is vital that you have an expert employment solicitor on your side.



4. Ad Hoc/HR Advice

- Absence Management
- Bullying, Harassment and providing Dignity at Work
- Contracts and Staff handbooks
- Covid-19 Legal Advice
- Discipline and Grievance Management and undertaking investigations
- Discrimination laws
- Flexible working
- Managing change or redundancy programmes
- Managing family-friendly practices e.g Maternity, Paternity leave, Parental and Shared Parental Leave, Adoption Leave
- Managing the Dismissal process fairly and within the law
- Performance Management and the Appraisal process
- Recruitment and Selection
- Settlement Agreements
- Social media in the workplace
- Specific HR project work
- Stress in the workplace
- Terms and Conditions of Employment

5. Equality Discrimination

Our experienced team act for individuals, defending their rights and bringing discrimination claims. We also work closely with businesses and organisations both in representation and in an advisory role.

It is unlawful to discriminate against employees, workers, partners and agency staff who are protected on the grounds of their:

- Race
- Age
- Gender Reassignment
- Disability
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Religion and Belief
- Sex
- Sexual Orientation

These are known as “protected characteristics” and are covered by the Equality Act 2010.

6. Restructuring and reorganisation

- Redundancy & negotiated exits
- Reorganisation
- Restructuring
- TUPE



7. Employment Grievances

Employment Law – Employees

If you are employed, then at some stage you may yourself in a situation which is distressing and confusing to deal with. You may be unaware of your rights, but our specialist solicitors will help guide you and can explain your options.

The most common areas where we provide advice and expertise are:

- Agreeing on redundancy terms
- Dealing with disciplinary and grievance procedures
- Discrimination in the workplace
- Issues surrounding contracts of employment
- Negotiating settlement agreements and severance terms
- Unfair dismissal claims
- Whistleblowing

Employment Law – Employers

Our team of expert employment solicitors specialise in providing swift and practical employment law and HR advice in a wide range of circumstances. The demands on businesses are far-reaching and frequently require specialist knowledge.



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