

Crown
Commercial
Service
Supplier

RM6240

Public Sector Legal Services
General Service Provision - Lot 2a
Elective specialism - Employment

7 March 2024 – version 1
ESP Solicitors

espsolicitors
from **worknest**

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Disclaimer notice – the use of information provided throughout (with particular regard to that given in case studies and key contact biographies) is not commercially sensitive, and where it is not a matter of public record then appropriate permission has been sought for inclusion.

ESP Solicitors is a specialist employment law firm, established in 2004 to provide a first class service for employers. We are based in Oxfordshire but work nationally, throughout the UK.

The founders were partners and/or heads of department in large, regional firms who wanted to provide a boutique, 'partner-led' service focusing on employment law issues in a few key sectors, including the public sector. We act for public sector organisations (including health, education and social housing bodies) and private sector businesses engaging with or supplying the public sector.

What buyers can expect when they work with us and what sets us apart from other suppliers

We deliberately do not try to be all things to all people. Our highly experienced lawyers deal only with employment law, an area which is complex and constantly evolving. They are true specialists, combining an enthusiastic approach with strong commercial advice and a commitment to quality.

We provide:

- practical advice
- commercial recommendations, with no 'fence sitting'
- pre-emptive not reactive advice
- concise recommendations, rather than legal 'essays'
- meticulous preparation
- integrity in our advice
- close team working, both with you and within our team at ESP Solicitors.

We pride ourselves on being different from our competition because...

Our values are:

- Excellence: our skills and knowledge as a team are exceptional
- Integrity: we act as a critical friend to our clients
- Approachable: easy to deal with, responsive and down-to-earth

Our Integrated Technology Solutions

Busy HR professionals require a solution that brings together specialist employment law expertise and ER technology, so they can spend less time firefighting operational HR headaches and more time prioritising projects to drive meaningful change.

In today's interconnected world, access to up-to-date information is vital. Our fully integrated case management system provides central oversight and is perfect for managing complex organisational hierarchies. At a glance, users have visibility of all case management responsibilities and outstanding actions. Tracking of case management resolution timeframes is automated to support managing hidden costs within the business. Better data, facilitates more responsive action. Problem hot-spots can be identified quickly and resolutions implemented at an early stage, reducing costs within the organisation.

Online HR and employment law resources portal

Our Customer Zone is filled with an array of legally compliant policies, documents and guidance notes for clients to download, refer to and tailor when needed.

Our online resources are regularly reviewed and kept up to date to ensure compliance with all employment law requirements. Our team of lawyers are responsible for the creation and updating of this content – ensuring a truly integrated advisory and online resource service.

Supplier Relationship Manager – Lisa Harris, Partner. Lisa is also the key point of contact for bid/tender opportunities.

Our key people are:



Nathan Millard – Partner
01235 821 229 / 07808 726 279
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Lisa Harris - Partner
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James Davies - Associate Director
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Number in team

We are part of a team of 7 solicitors, ranging from 1 year qualified to 30 plus years' qualified, and 1 paralegal.



Case Study

Advice around mandatory vaccination rollout; including as to the interpretation of centrally issued advice, drafting staff communications, responding to challenges by staff/unions, GDPR issues including around retention after the policy was abandoned centrally.

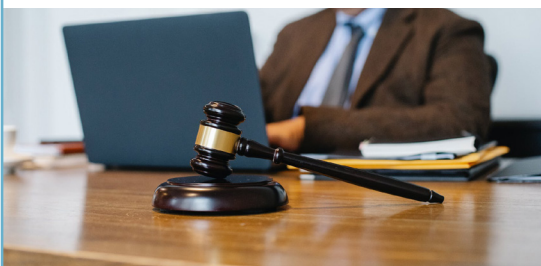
ESP Solicitors is part of the broader WorkNest group of companies. The WorkNest Pledge clearly and concisely sets out our approach and our commitment to building a sustainable, socially responsible organisation.

As part of our equality and diversity agenda, we ensure a particular focus in recruitment on under-represented groups, namely those who are disabled, LGBTQ+, from an ethnic minority, and/or from a background of socio-economic deprivation.

We believe that a talent-driven organisation must be a diverse one and we are committed to creating a culture of diversity, equity and inclusion across everything we do, ranging from how we serve our clients and develop products and services, to the ways we help and support our employees. We are aware there is much room for improvement and like many other businesses are at the start of this important journey, but we believe our awareness of this is critical to success.

WorkNest has developed Social Targets with the aim of tackling inequality and improving diversity. These include:

- benchmarking of salaries across the WorkNest group companies (including ESP Solicitors) to ensure transparency in pay and benefits, to include an equal pay audit which will continue to be undertaken on a regular basis;
- launching a company enhanced Family Leave policy;
- reviewing recruitment policies and procedures to identify areas for improvement to ensure those processes are inclusive and accessible;
- improving the collation of diversity data at recruitment stage and across the business to deepen our understanding of our people and improve inclusion;
- establishing a Diversity and Inclusion Group - “The Inclusion Alliance”;
- ensuring pragmatic action is taken to promote diversity and inclusiveness including training for all colleagues;
- determining methods to attract talent from minority groups (including those who are disabled, LGBTQ+, from an ethnic minority, and/or from a background of socio-economic deprivation);
- embracing outside communities and organisations to help with diversity awareness and the profile of our organisation. We currently work with Career Ready (the national social mobility charity) and are looking to expand our external contacts in this area.



Case Study

Successfully obtaining a permanent injunction preventing employees from disclosing confidential information belonging to a client.

We are a specialist employment law firm and we offer a full employment law service:

- day-to-day advice on a complete range of employment law issues
- representation in both Employment Tribunals and the civil courts
- mediation
- training
- HR and whistleblowing investigations
- equal pay audit and advice



Case Study

Undertaking complex investigation into alleged racially motivated bullying and harassment which involved interviewing 50 people and reviewing substantial documentation and producing 550 pages of report.