



**Your Complete  
HR & Employment  
Law Service**



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# Welcome to



from Astons Solicitors



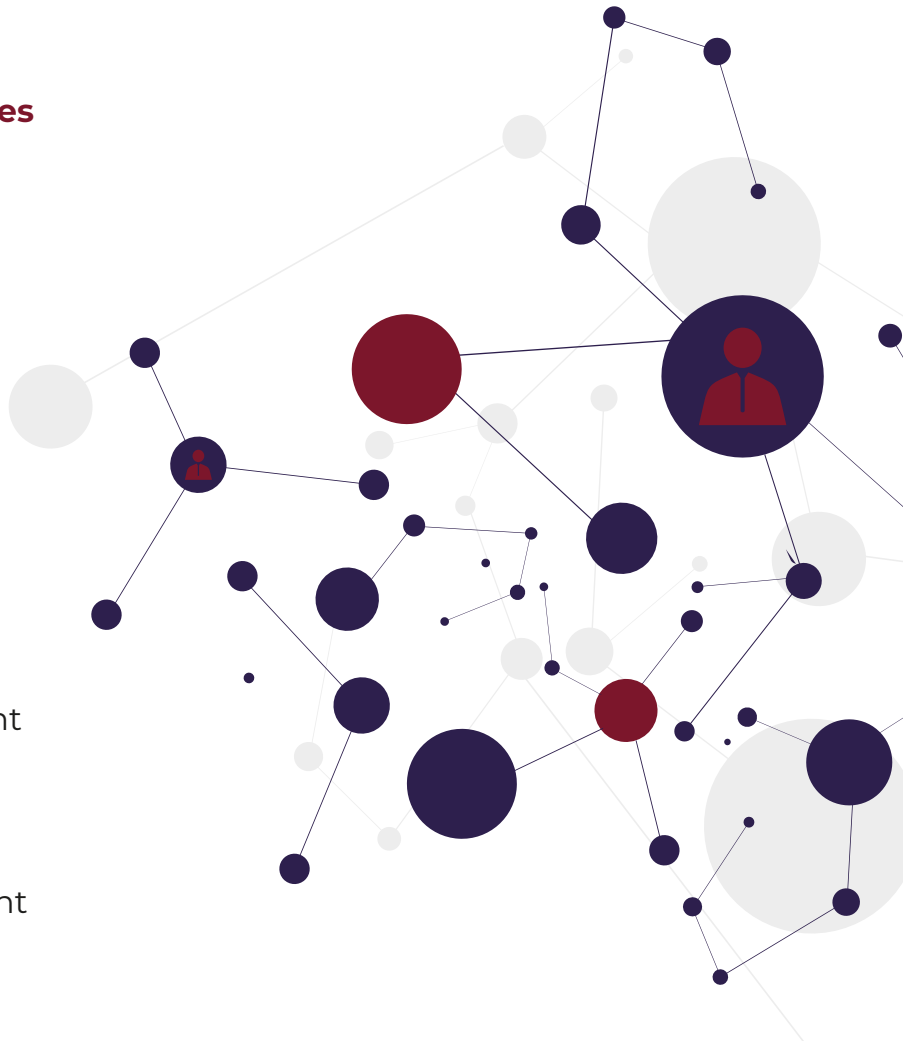
**Ever wanted the HR side of your business to be stress free?**



**Well HRplus is the solution you have been searching for!**

**HRplus is a fully bespoke HR and Employment Law service that enables you to get on and run your business with the peace of mind that all your HR needs are covered and that your business is fully insured should an employee ever make a claim.**

Developed by Astons Solicitors over 15 years ago, HRplus has a proven track record at providing a professional and results orientated HR and Employment Law solution. We pride ourselves on our overall customer service and our focus to not just meet but exceed client expectations.



# How does HRplus work?

## A comprehensive HR & Employment Law Service that provides your business with:

- ✔ An online HR Portal where you can access all your HR and Employment Law services in one place
- ✔ An audit and update of all your employment contracts, policies and procedures
- ✔ Expert help and advice, with a direct helpline to your designated, qualified Solicitor
- ✔ An easy to use and GDPR compliant Cloud based HR Toolkit
- ✔ Online Training Courses
- ✔ HR Bulletins to keep you up to date with the latest Employment Law
- ✔ Insurance of £100,000.00 per claim and £1,000,000.00 in the aggregate to cover your legal costs and compensation awards in Employment Tribunal claims brought against your business



# What are the benefits to your business?

## + Dedicated Solicitor:

Expert ongoing advice and guidance will ensure that:

- a) Your policies and procedures are up to date and legally compliant
- b) You are able to deal with HR and Employment Law issues in a timely, competent and cost-effective manner and with no management time wasted

## + HR Toolkit:

- ✔ Your own easy to use Cloud based HR software;
- ✔ Allows you to manage the day to day HR tasks such as holiday, absenteeism, time keeping, appraisals, staff communications, expenses and employee files
- ✔ Ensures you are secure, organised and GDPR compliant

## + Suite of Training Modules:

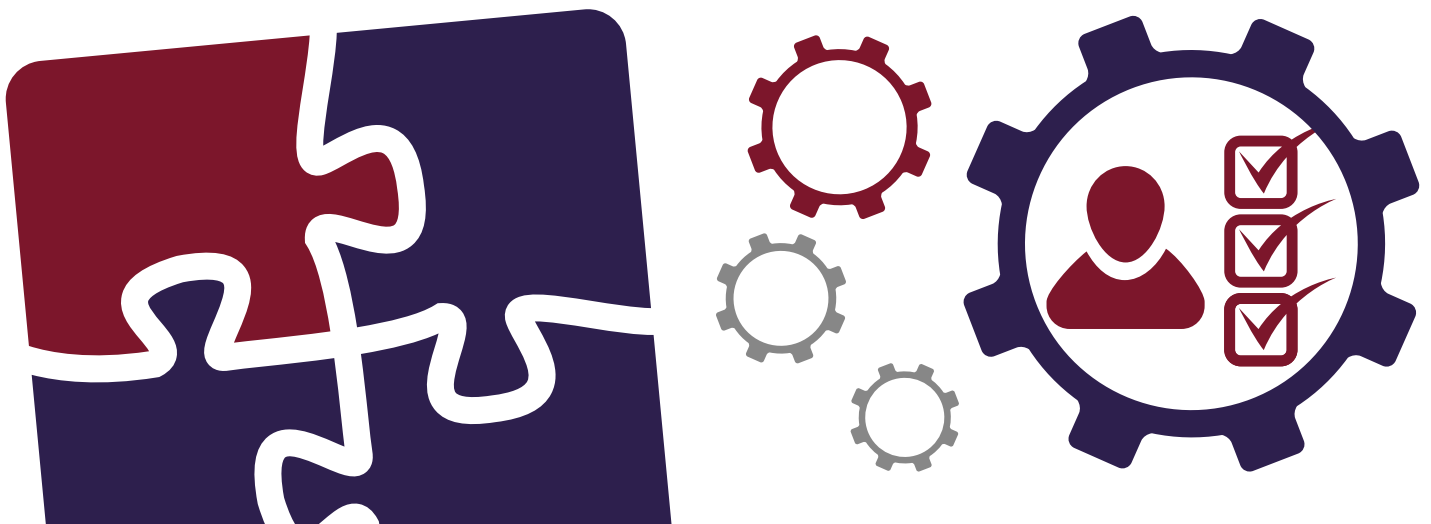
- ✔ Training in the most relevant areas of Employment Law
- ✔ Ensures you maintain an engaged and educated workforce
- ✔ Equips your management staff with the ability to handle HR and Employment Law issues that arise in the workplace

## + Bulletins:

- ✔ Keeping up to date with key and important changes in HR and Employment Law that can affect you and your business. Our regular, short, snappy and above all no legal jargon bulletins keep you in the know

## + Legal Protection Insurance:

- ✔ Peace of mind that your legal costs and compensation awards are covered by insurance should a claim arise



# Why the need for HRplus?

## Employee claims to Employment Tribunals continue to increase, year on year, due to:

- ❗ Increasing awareness of employment rights and a willingness to enforce them
- ❗ The level of compensation that can be awarded - for example, up to £70,000+ for Unfair Dismissal and unlimited sums for discrimination claims
- ❗ The availability of free representation through insurance arrangements and “No Win No Fee” schemes
- ❗ The extremely low risk of having to pay the employer’s costs if you lose
- ❗ The wide range of claims that can be brought including:
  - Unfair/Constructive Dismissal
  - Discrimination on the grounds of sex, race, disability, age, religion/belief and sexual orientation
  - Harassment at work
  - Breach of Contract
  - Breach of family friendly rights and the Working Time Regulations
  - Whistleblowing
  - Failure to consult
  - Claims under TUPE

As a consequence, employers, more than ever, are paying out significant sums by way of legal costs (even when they win) and additionally, compensation if they lose. Further, many employers struggle to keep pace with the ever-changing employment legislation/ case law and when they fail to do so, claims can (and do) arise. Without protection your business could be exposed to serious financial loss.



# Why HRplus by Astons Solicitors?

- ✔ You will not be dealing with unqualified consultants. Whenever you contact Astons Solicitors, you will always be advised not only by a qualified Solicitor, but a Solicitor who is a specialist in Employment Law
- ✔ Unqualified consultants do not benefit from legal advice privilege and therefore any communications between them and their Clients may have to be disclosed before an Employment Tribunal. As we are a Firm of Solicitors, all advice you receive from us will be privileged and hence none of our communications, including advice is disclosable in an Employment Tribunal
- ✔ We have an in-house legal team with a wealth of employment litigation experience. This means that we are able to handle any and all claims brought against you in an Employment Tribunal from start to finish
- ✔ In addition, with Astons HRplus, the specialist Solicitor will be your designated qualified Solicitor who will know you and your business, thereby creating a good working relationship, continuity and a better standard of service. We believe that this sets us apart from many other organisations which only provide advice on a “first come first served” basis resulting in Clients having to deal with successive advisers whom they do not know
- ✔ As a Firm of Solicitors, we have a duty to act in your best interests and we do just that. Unqualified Consultants do not have such a duty and thus have no obligation to put your interests before theirs
- ✔ HRplus is a fixed cost which can be spread over the year at no extra cost. This gives you better cash flow and budgetary control



# Don't just take our word for it...

## Here are what our clients say about HRplus

*"We have been working with Astons Solicitors now for some years. We subscribe to their HRplus service. We employ 30 people and there is always something happening with regards to staffing. Hiring, people resigning, performance issues, the list goes on. Edward Aston is always available, he has a can-do approach, rather than a you can't do that stance. We have found them particularly helpful during the pandemic, keeping us up to date with what we should be doing and most importantly keeping us advised of the government help and schemes on offer to keep our business afloat during the difficult times. We would not be without this service, it gives us peace of mind that we are doing things right and confidence that we have full support when things go wrong."*

**Sali Brown, Managing Director, Chelton Brown Limited**

*"The support we receive from the HR Plus scheme is outstanding. It's extremely reassuring to know that we can call on the expertise of Astons for any HR related matter and that there is always someone on the end of the phone. Any queries we have – no matter how big or small – are dealt with promptly and effectively. You never feel like anything is too much trouble and the staff at Astons always go above and beyond so that the service they provide is highly personalised."*

**Jennie Giovanelli, Headteacher, Kingsthorpe College**

*"The service and benefits we received through HRplus are excellent and great value for money. All of our HR needs are well catered for and we like having the insurance backing. I have no hesitation in recommending HRplus."*

**Paul Gristwood – The Prospect Factory**



**Lorraine Emery**  
Solicitor



**Rachael Jessop**  
Solicitor



*“Our company started to work with Astons Solicitors using the HRplus to ensure we could access high quality HR advice and support following a recommendation. We have used this service for nearly a year now and it has been invaluable in helping us through a transition of our staffing structures following the pandemic with their advice and knowledge.*

*Access to a solicitor dedicated to our needs enables us to ask any question however large or small and always receive a prompt, detailed, professional reply. Redundancy, recruitment, termination of contracts and a review of our management of internal HR processes are all areas where we have received expert advice. The HRplus scheme has been an invaluable resource and exceptional value.”*

**Chris Ramsdale, Hyperspheric Solutions Limited**

*“Having worked with Rachael over the past 18 months during a very challenging time for our business, I have found her service to be second to none, quick effective and friendly advice and support, would gladly recommend to anyone.”*

**Luke Brennan**  
**The Cube Disability Limited**





*"We have been delighted with the HRplus service provided by Astons Solicitors. The Pension House Co Ltd has experienced significant staff challenges; likely we are one of his neediest customers! Edward Aston made himself available to provide advice and steer us in the right direction every time and this ensured our staff were handled with the utmost care and compassion. His advice has been invaluable at our most worrying times. Great value for money – I wouldn't dare to employ people without them!"*

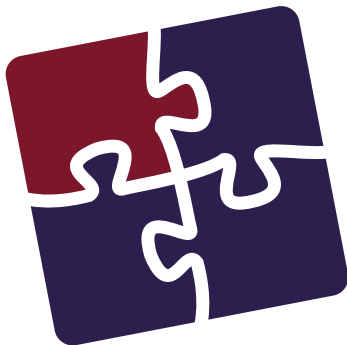
**Jane Stevens - The Pension House**

*"As a small independent business, we have found the service from Astons legal team to be invaluable. Rachael has held our hand through every employment law query and guided us every step of the way with any issues we have had. Our business can feel safe in the knowledge that we are protected. It is great for us to know that we are legally taking the correct steps when managing our staff employment welfare."*

**Kerry, The Hair Pavilion**



**Sarah King**  
Solicitor



*“Having Astons available to provide us at Wildside with timely HR and Legal advice has enabled us to successfully manage all of our HR cases. The continued support of Edward Aston and his team has given us the confidence to tackle our complex and, in some cases, long running HR issues. I have no doubt that we have saved ourselves money and a great deal of management time and stress by being able to manage the underperforming members of our workforce. Astons have always provided us with practical advice and assistance in wording employee communications, conducting disciplinary hearings and in some cases dismissals. I can highly recommend them.”*

**Sara McArthur, Wildside Limited**

*“We have been using Astons Solicitors for a few years now. The advice and service we get from Edward and his team through the HRplus Scheme is second to none. The best compliment I can pay them is to recommend their services to our suppliers and customers, which I have done on numerous occasions.”*

**Andy Maskell, Freightshield Repair and Service**

*“We have been working with Astons for over 6 years now, and throughout this time our business has over trebled in size. Edward and the Team have managed to fully support us and grow with the company through these transitions offering a range of services and helping us throughout difficult HR situations such as, redundancies, disciplinaries and the difficulties surrounding COVID-19.*

*They always provide a friendly, professional and personal service assisting us with valuable business decisions, whilst consistently offering a high standard of work and sound advice on a day to day basis. We would strongly recommend Astons and their HRplus product.”*

**John Leach – Silverstone Paint**



**Edward Aston**  
Managing  
Partner





**HR** *plus*

from Astons Solicitors

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