



Employment Law & HR Advice to the Third Sector

We provide employment law and HR advice to a range of charities, NGOs and other organisations in the non-profit voluntary sector.

Context

Employment law and HR practices apply to charities and other non-profit voluntary sector organisations in the same way as they do to private businesses. Voluntary sector organisations also have budgets that are as large as, or are often bigger, than many private businesses and have to conduct themselves in the same way as corporations. But voluntary sector organisations often differ from the private sector in several ways:

- their resources must always be seen to be used efficiently and tend to be scrutinised by private, public and government donors and stakeholders, the press and the Charity Commission
- their actions are often high profile, so staffing issues, senior management remuneration and relationships with trade unions and government departments can become sensitive
- even though there is often a more collaborative relationship between management and staff, there are still tensions due to high expectations of staff but lower wages or conditions
- there is often an international angle – involving the management, usually from the UK, of UK staff and volunteers, local and international in-country staff and international roaming staff that is subject to local and government project funding – that often doesn't feature in the private sector.

So voluntary sector organisations need employment lawyers who are familiar with the sector, as well as with the relationship between domestic and the international staffing arrangements. **We are that law firm.**

How it works

We work directly with your HR business partners. We do so as closely as if we were on your payroll, but with the impartiality and service level that you should expect as a client. We provide you with an experienced lawyer, who understands your business model, who has worked in your sector, who can see the big picture and understands your issues. You get the advantages of having things dealt with by experts in the field.

Cost

You may be pleasantly surprised at our fees. And if we manage your day-to-day HR work, you can join our fixed price **Helpline** (1 hour's free advice per new matter, with newsletters and access to our online guide to employment law) and our fixed price **HR Portal** (all of the Helpline features, plus an annual standard document review and access to employer tools to manage absence, appraisals, holidays and other data).

Contact us



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