

Welcome to Stephensons' quarterly employment newsletter where you can find the latest employment law news, tips and advice for HR professionals and company owners to keep your business up-to-date and compliant with employment law.

If you require further information about any of our employment and HR services please visit [our website](#), [email us](#) or call 0333 344 4771.



## Working 8 'til 4? New survey shows UK workers want change to working hours

A national poll by YouGov has found that two thirds of UK workers would prefer their day to start and finish earlier than the traditional 9 to 5. The most popular choice of alternative hours was 8am - 4pm. Since 2014 all employees have had the right to request flexible working hours. However an employer is not obligated to grant all of these requests but must deal with all requests in a reasonable. Read our blog to see what is considered as reasonable.



[Read more](#)

## Complementary discrimination law training session



Maria Chadwick, Senior Associate Solicitor and Department Manager, has extensive experience in discrimination law and is able to provide a **complementary face-to-face one hour training session** in discrimination law and it's application to your staff or alternatively, to your service users.

This training provides an outline of the different types of discrimination under the Equality Act 2010 and ways to spot if there is an issue of potential discrimination in the workplace or in wider society.

Should this training be something that you may be interested in, we would be happy to discuss this further and we can arrange a mutually convenient time for this training to take place. Please call us on 0333 344 4771 or [email us](#), leaving your contact details, and we will be in touch with you as soon as possible.

### **In the news... [Adam Pennington](#), employment law solicitor**



#### **Why there is no quick fix for the gender pay gap**

Adam comments on what employers can do to address gender pay gaps in their businesses.

[Read the article here.](#)

#### **Government renews focus on unpaid internships in light of Taylor review**

Adam comments on how employment status can affect the rights of workers. [Read the article here.](#)

### **Breakfast Seminar - Helping businesses to identify and prevent harassment in the workplace**

It can seem very daunting to know the correct process and steps to take when faced with any concerns or grievances relating to harassment.

As this issue has been brought into the spotlight, managers, HR professionals and business owners need more than ever to protect their business from the cost of harassment claims and, ensure that they handle a situation correctly to ensure the culture and employee welfare is not adversely affected.

[More information / register to attend](#)

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