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Employment Law For Businesses

Practical employment law support at every stage

Managing people brings legal risk at every stage of a business. Whether you are dealing with a difficult dismissal, responding to a tribunal claim, or restructuring your workforce, timely and commercially focused legal advice is critical to protecting your organisation and avoiding costly mistakes.

How we support our clients:

We advise employers, directors, and HR professionals on the full range of employment law matters, from day-to-day workforce management to complex disputes, restructures, and tribunal claims.

We support employers across all aspects of employment law, from proactive HR advice to complex disputes and business-critical change.

Strategic employment advice

- Senior leadership and director exits
- IR35, consultancy arrangements and restrictive covenants

Workforce management

- Restructuring and insolvency
- Employment contracts, policies and staff handbooks
- Disciplinary, grievance and whistleblowing matters
- Sickness absence and performance management

Business change & restructuring

- Redundancy and restructuring programmes
- TUPE and business transfers

Dispute resolution

- Employment tribunal claims and representation
- Unfair, wrongful and constructive dismissal claims
- Settlement agreements

HR & leadership support

- In-house training for HR teams and business owners
- Tailored legal support to meet organisational needs

Managing people brings legal and commercial risk at every stage of a business. From recruitment through to dismissal, our solicitors provide clear, practical advice to help you make confident decisions, manage risk, and protect your organisation.



Why should you choose us?

Employment law rarely sits in isolation. We work closely with our corporate, litigation, property, and immigration teams to provide coordinated advice across your business, whether dealing with disputes, transactions, or wider strategic change.

Working with our wider teams

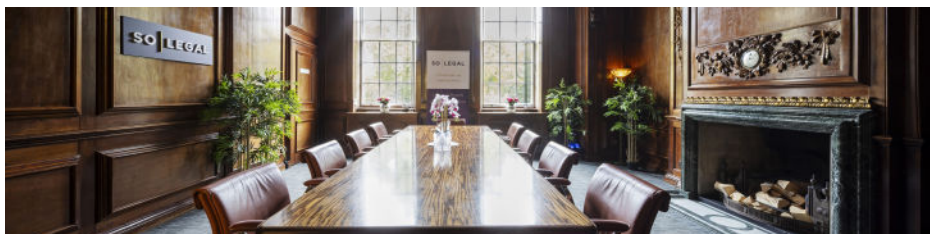
We work closely with colleagues across the firm to provide coordinated advice on matters that overlap with employment law, including:

- Corporate & commercial
- Litigation & disputes
- Corporate immigration
- Commercial property
- Insolvency & restructuring
- Wealth & asset management

We advise businesses of all sizes, from start-ups and family businesses to national employers with in-house HR teams. Our approach is practical and commercially focused, helping you manage risk, resolve issues efficiently, and make confident decisions.

Why businesses choose us

- A specialist law firm with nationwide coverage
- Clear costs and funding options
- Experienced employment tribunal representation
- Practical, commercially minded advice
- Employment law retainer services



Our employment law specialists support employers through complex workplace challenges with clear, commercially focused advice. From day-to-day HR issues to tribunal claims and restructures, we help you manage risk, resolve issues efficiently, and make confident decisions.

Our employment law specialist



Matthew Irvine, Senior Associate Solicitor & Head of Employment

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Matthew's clients range from founder-led businesses navigating their first dismissal claim to multinationals managing large-scale restructuring programmes. With over 20 years of experience, he brings the calm, commercial clarity that turns complex employment challenges into clear, decisive action.



Matthew's approach

Matthew provides comprehensive employment law support, advising on matters ranging from day-to-day HR queries to complex Employment Tribunal proceedings. He is known for building trusted, long-term relationships with clients and for delivering clear, pragmatic advice aligned with their commercial objectives. Beyond outlining the legal position, he works closely with clients to determine the most appropriate and effective course of action.

Sector expertise

Matthew has particular depth in fast-paced, people-intensive sectors where employment risk is high and quick decisions matter, including:

- Construction
- Financial services
- Hospitality
- Logistics
- Retail
- Technology

Get in touch for a straightforward, no-obligation conversation

If you are dealing with a tribunal claim, managing a dismissal, or planning a restructuring, speak to our employment team for clear, commercially focused advice.

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✉ enquiries@solegal.co.uk