

# be connected newsletter for education - December 2019

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09 December 2019

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**be connected** is your space – it is important that the mix of content offers you real value and relevant, useful information. Please help us to help you by providing feedback and comments. What would you like to see featured in the newsletter – and would you like to be part of a future edition – [click here](#) to let us know!

## Legal updates

### Case focus: Aplin v The Governing Body of Tywyn Primary School

Following the landmark case that saw former head teacher Mr Aplin awarded nearly £700,000 compensation for unfair dismissal, our employment lawyer, Sarah Hooton takes a look at the implications of undertaking a poor investigation and the lessons that can be learned from the Welsh Primary School.

[Read more >](#)

### Is your complaints process fit for purpose?

In recent weeks we have received a number of enquiries from academies who have been approached by the Department for Education about their complaints policies. In this article, our Associate, Philip Wood clarifies the key requirements as set out in the 2014 regulations to ensure your trust remains compliant.

[Read more >](#)

### Building for the future

With the new year approaching, our real estate specialist Peter Jackson shares his views on why it is vital to gain the appropriate permissions before commencing planned construction projects or facility developments.

[Read more >](#)

### Horizon scanning

In the first of what we hope will become a regular feature in be connected, our Partner, Nick MacKenzie, reviews what is on the horizon for the education sector and highlights three themes that you might want to monitor, prepare for or take action on.

[Read more >](#)

## Guides for Education

### IR35 v's the education sector

What is IR35 and is it relevant in the education sector? Our employment lawyer, Ian Deakin answers these key questions and shares his top tips for managing self-employed contractors.

[Read more >](#)

## Review of the SEND framework

In this article, Richard Freeth reviews the latest thinking on the new Special Educational Needs and Disability framework and looks at the reasons for the numerous failings to date.

[Read more >](#)

## Meet our team

### 60 seconds with Daniella Glynn

I'm [Daniella](#), an HR Consultant based in the Exeter office, and I've been with Browne Jacobson for six years. I advise schools on all issues relating to employing people and the legal complexities that this can create. My job covers all areas from recruitment to retirement.

In order to work in HR you need to be resourceful, be able to explain complex things in a non-complex way and be patient.

This year a work highlight for me was that after delivering sickness absence management training to a large local Trust, they achieved an absence reduction of 1,459 days in a year by managing their process more tightly.

When I'm not at work I like to cycle and recently completed the Torbay Triathlon with other members of the Exeter office.

My one piece of advice would be to speak with your employees about any work issues you or they may have at as early a stage as possible. Things will only get worse if you ignore them.

I am currently having sea swimming lessons which is no mean feat considering my fear of anything living in the sea!

## Contact



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## Related expertise

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