



A better way for HR and Employment Law



Who we are

LexLeyton is a regulated law firm specialising in HR and employment law services.

Part of the Leyton Group, we are business minded lawyers and entrepreneurs who have a comprehensive understanding of the opportunities, risks and challenges which stem from today’s fast moving commercial world.

Born from a passion for helping businesses realise their full potential, LexLeyton combines legal expertise with a commercial mindset to deliver proactive, value and impact driven solutions which focus on achieving your goals over the longer term.

Our specialist lawyers work alongside you, combining industry knowledge with the pragmatic and bespoke service you should expect from a true business partner.

Together, we can extend the reach, efficiency and impact of your team, giving you certainty, confidence, control, and peace of mind.

LexLeyton.co.uk

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‘Our partnership with LexLeyton has materially benefited the efficiency and effectiveness of our HR team, releasing valuable time to focus on proactive strategic initiatives. We’ve reduced the cost to the business of a number of areas including sickness absence, effectively tackled some long standing and tricky issues and reduced our exposure to tribunal and legal risk.

The LexLeyton team are a pleasure to work with - sound advice, quick response times and great solutions.’

Anne Davey, Talent and Culture Director
The Arora Group



How we work

We look beyond short-term problem solving. We help you create, maintain, and manage sustainable working environments fit for the long term.

Our curious mindset and can-do attitude means we rapidly identify opportunities to benefit your business, crack challenges before they arise, and continuously develop new ideas and methodologies to deliver quality HR and employment law solutions you can trust.

Built on the foundations of risk sharing, cost certainty and transparency, we deliver tangible and measurable value through a fixed cost operating model which boosts your bottom line, and keeps you in control.

Working in partnership with you, our specialist lawyers enable efficiency and confidence in all your HR and employment law strategies so that your business can focus on what it does best – growing and succeeding in your market.



What we do

Whether you are looking to build your HR and employment law foundations, need general support or are navigating transition and change, LexLeyton has the expertise you need.

Working with us means you have your own in-house HR and employment lawyer on call, no matter the size of your business. From helping you manage day to day issues to advising on specialist matters, our support is fast, effective, and always focused on what's commercially right for your business.

A partnership with LexLeyton is built on trust. As a regulated law firm, you can rest assured that all communication with us is protected by legal professional privilege.

We know that no two businesses are ever the same. Your dedicated legal team will work alongside you to deliver commercial and pragmatic HR and employment law solutions, tailor-made for your unique context.

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‘My team at LexLeyton understands me personally and the context of my business. When I have a problem I need it dealt with quickly, and their support is very pragmatic and responsive. They take the time to understand what’s important, and where it’s needed, I get the right push back, in the right way, at the right level’

Giovanni Quaglia, CFO
RCMA Group

Business Partner Retainer

Our monthly business partner retainer service provides unlimited HR and employment law support from your dedicated LexLeyton legal team for a fixed monthly fee.

The monthly retainer includes an on site review of your current set up, handbook and contracts, and all day-to-day advice and support. You will have the comfort of a sounding board for any issue - big or small - and proactive solutions to manage business risk and ensure you stay future fit.

We find solutions as effectively and efficiently as possible. Through our advice, which is tailored to your unique operating context and reinforced through bespoke documentation, we provide critical direction, allowing the effective management of any issues and enabling opportunities to improve people management and support growth.

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‘LexLeyton have been very valuable to us in terms of responding very quickly, effectively and professionally to our HR queries. They are a fantastic replacement for an in house specialist.’

Mod Hussain - Finance Manager
Splendid Restaurants



Training

Our ambition is to help you build and maintain a sustainable business. Covering the field in HR and employment law, our training delivers measurable impact by addressing your specific people challenges and opportunities. Delivered in a way that is most relevant to your business, our experience across different industries means we’re quicker to understand what you need.

From mock tribunals, which bring employment law to life in a reality based setting, to on site workshops and on-line content supporting your existing programmes, our training aims to mitigate business risk and develop employee behaviours aligned to your values and culture.

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‘Recently LexLeyton delivered a mock tribunal for our managers. Their feedback was that it was the best training they had ever received and it was eye opening’

Cheraïne NCube - Human Resources Director
Sea Containers London



HR and Employment Law Projects

From changes to terms and conditions of employment, collective consultation procedures, TUPE and HR due diligence through to complex restructuring and redundancies, we have the expertise to deliver these projects for or alongside you.

To ensure you have certainty and control over costs, we offer fixed fees wherever possible. We think that’s the most commercial and transparent way to enable your business to access value driven legal services.

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‘LexLeyton’s support has been incredibly useful during a period when Positively UK was going through significant change. We really valued your advice developing our new contracts and handbook as well as with the restructuring process’

Silvia Petretti - CEO
Positively UK



Employment Tribunals

Employee claims can occur even when you least expect it. If an employment tribunal claim arises or is on the horizon, our specialist lawyers can evaluate all your options, ensure you have a clear plan to limit your risk and where you need it, represent your business all the way from early conciliation or negotiations with ACAS, through to final resolution.

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Leyton Group

Founded in 1997, the Leyton Group is a global management consultancy dedicated to helping businesses improve their performance.

Leyton helps to unleash business potential, and acts as a strategic partner, supporting evolution and growth. Leyton finds openings in processes and ways of working which others can’t see, then unlocks these opportunities to create value efficiently.

Insurance

Regardless of prospects, the time and cost to your business of dealing with an employment tribunal claim can leave you exposed to unplanned expenditure which impacts your bottom line. For extra comfort, and depending on the level of cover you choose, our insurance partners’ service will cover your costs and any settlement, compensation or damages awarded against you.

LexLeyton draws on the Leyton Group’s experience of working with businesses of all sizes across a range of sectors and industries, which means that the advice and solutions we offer is informed by up to the moment knowledge of the economy and the wider business world.

It’s part of how we deliver legal services in a better way, one that is practically focused and commercially minded.



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