

# HREXPRESS FOR FOR B CORP™ AND PURPOSEFUL ORGANISATIONS



---

Achieve things that matter.  
[stephens-scown.co.uk](https://stephens-scown.co.uk)

THE SUNDAY TIMES  
**Best Places  
to Work 2024**



# MAKE ETHICAL HR AND EMPLOYMENT LAW WORK FOR YOU

**Creating a happy and engaged workforce is critical to business success, helping to sustain growth, boost competitiveness and protect your culture and values.**

---

## WHY DO OVER 200 ORGANISATIONS WORK WITH US THROUGH OUR HREXPRESS SERVICE?

Because we take the time to get to know their organisation as well as we possibly can from the outset, so that we can become an extension of their team and support their needs, whatever they may be.

Like you, our members want to focus their time and energy on what they do best – running their organisation. So they use us for what we do best – navigating them safely through whatever HR or employment situation they are facing, confident in the knowledge that they're approaching it in the right way.

## COVERING THE ESSENTIALS

By working with our experienced team, you can be confident that the key elements of our HRExpress service will make sure you've got the support you need, where you need it:

- **HR Helpline** – tailored, practical and straightforward advice.
- **Key document health check** – keep your contracts and handbook up-to-date.
- **Template letters and documents** – easily incorporate legal safeguards into everyday written communications.
- **Employment Law Bulletin** – regular best practice updates.
- **24/7 Critical Incident Support** – help with a serious work-related accident or other business critical event (subject to a 2 hour limit).

Unlike discussions with HR consultants that may have to be divulged in tribunal, or in response to a data subject access request, our advice is legally privileged, which means the service is entirely confidential.

## PART OF YOUR TEAM

Many of our members have been part of the HRExpress service for more than five years. We don't commit them to long contracts or notice periods. We're confident that after working with us you will want to stay a member but you are entirely free to end your contract after a year if it's not right for you. We won't trap you with automatic renewals.

We want to be with you as your business grows and develops; we want you to see us as an investment for your future. You'll get to know our team by name and we'll know you, your managers and employees. By working closely together with you, aligned to your aims and values, we know that you'll achieve the best possible outcomes.





We are a rapidly growing B Corp™ fashion design and retail business. Stephens Scown have acted as our main employment and immigration legal advisors for the last eight years. They have partnered with us to understand our commercial drivers, approach to risk and values – and have built effective relationships with our HR team.

The Stephens Scown team deliver jargon-free, practical, targeted advice, and it feels like all the team members are on top of our matters. The team’s mix of skills and backgrounds gives them a perspective I have not seen from other legal advisers. They are comfortable advising on large scale projects to small individual issues. Their responsiveness and willingness to take a view have been invaluable.



**Keith Surgenor,**  
**Director of HR Operations, Development and Employee Experience,**  
**Seasalt**



HRExpress (HRE) has been of huge value to Age UK Sutton in the last year (and the last several). Where they are especially useful is in the more ‘unusual’ HR challenges.

The standard advice and templates are helpful, but where they’ve made a huge impact is advising on some complex employment issues we have faced. The impact of this is that we have been able to deal with these challenges at an appropriate pace, been confident of our legal position, and been able to ensure we are fair and business focused with our processes and decision making.

What I think differentiates HRE from other similar services I have used in the past is their approach to business need and risk – it feels more like I have an in-house HR business partner than an external agency. I never feel like they are going ‘by the script’ and they carefully take into account our desired outcomes and risk appetite. It’s an incredibly high impact relationship and I really value it.



**Age UK, Sutton**



Hazel has been such an enormous help to me and to the organisation since I took on this role. She has helped us through multiple sensitive employee situations and scenarios with the utmost care and diligence. Her and the SS team are always very quick to respond, happy to answer any questions with patience and communicate without legal jargon.



**Sophie Kisnorbo,**  
**Head of Operations and UK Country Manager,**  
**Cool Earth**

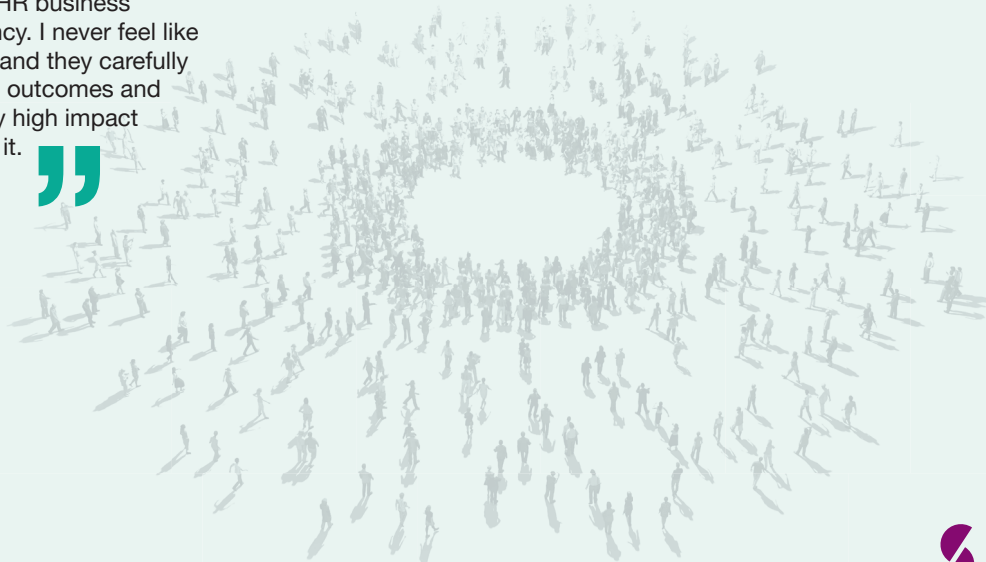


My overall feedback regarding the HRExpress team is hugely positive. Every time I have used the service, I am left very impressed. Each team member is friendly and patient, always allowing me to relay all the facts before they comment; advice is up-to-date and is void of jargon. Additionally, staff are happy to confirm advice in written form. I understand emailing advice is time-consuming; however, it is immensely helpful for our organisation. Response times are quick, and customer service is brilliant. I couldn’t ask for more from the HRExpress team.

You should be very proud of your service – it is excellent.



**Age UK, North South West Dorset**



## MORE THAN A MANUAL

The internet is a wonderful source of information. You can learn a lot from it; you can even find templates for all kinds of situations there, often free of charge.

So why pay us?

Because we bring the extra – the confidence and expertise to advise on strategy; the solutions that go outside and beyond what the manual says; the experience of working with other organisations. You can also be sure that the advice you're getting and the templates you're using are accurate, up to date and suitable for your situation.

## WE LIVE AND BREATHE WHAT WE ADVISE

We are a B Corp™ as well as the UK's first large employee-owned firm. Ranked as one of the Best Companies to Work For in the UK for seven consecutive years, we know the value of a settled, happy and engaged workforce and a strong values based culture. We know how to work with you to maximise the potential of your employees, to build your ethos and ensure your HR approach helps, not hinders, your business goals. We also fully understand the B Corp™ reporting requirements so can help you with your planned worker and ED&I goals.



Chris Morse and the team are consistently helpful, professional and informative when supporting our organisation with employment matters via HRExpress.



Laura Truckle, Managing Director, Active Plus

## YOU MATTER TO US

Our members are not just names on a list. We want to be your trusted advisor and that's why we place such great store by being available and accessible to you and in our exceptional customer service. 90% of our clients would highly recommend Stephens Scown to handle their future legal needs.

Please get in touch to discover how HRExpress can provide the ethical HR and employment law expertise that can help your business optimise its workforce. HR consultancy support – make HR work for you.

## ADDITIONAL SUPPORT

We are really pleased to announce to HRExpress clients that we are now able to provide regulatory compliance and 24/7 critical incident support. Steve Panton has over 20 years' experience helping clients maintain compliance and advising on investigations, prosecutions and other forms of enforcement action by the main UK regulators.

These include; the Health and Safety Executive, Environment Agency, Competent Fire Authorities, Local Authority Environmental Health, Care Quality Commission, Food Standards Agency and DEFRA.

His practice covers;

- serious and fatal work-related accidents
- occupational health/disease
- fire safety and wider premises safety (including gas, electricity, asbestos and legionella)
- risk management, compliance advice and corporate governance
- food safety, food hygiene and food labelling
- consumer protection & product safety
- environmental and waste management

HRExpress clients will have access to 24/7 critical incident support where you can have an initial call or Teams meeting with Steve in the event of a serious work-related accident or other business-critical event as well as preferential rates if you require Steve to provide compliance advice or assistance in dealing with a regulator or regulator investigation.



# GET IN TOUCH

0345 450 5558

[HRE@stephens-scown.co.uk](mailto:HRE@stephens-scown.co.uk)

[www.stephens-scown.co.uk](http://www.stephens-scown.co.uk)



Certified



Corporation



Proudly  
employee  
owned.



[www.stephens-scown.co.uk/business/employment/hrexpress/](http://www.stephens-scown.co.uk/business/employment/hrexpress/)

Stephens Scown LLP is a limited liability partnership registered in England and Wales (No. OC356696) and is authorised and regulated by the Solicitors Regulation Authority. The word 'Partner' in relation to Stephens Scown means a member of Stephens Scown LLP.