

Effective Recruitment: A Practical Guide to Staying Within the Law (Thorogood Reports)

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Second Edition

EFFECTIVE RECRUITMENT

A PRACTICAL GUIDE TO STAYING
WITHIN THE LAW

Patricia Leighton

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The law is changing fast as pitfalls and penalties await the unprepared. The legal rules that apply to recruitment in the UK are drawn from virtually all areas of employment law. Sourcing the relevant law under each heading is difficult

and time consuming. This new edition pulls together all the relevant law relating to recruitment. Written by acknowledged experts, it provides a concise summary of everything you need to know and do to stay securely within the law. It includes updates on the increasingly complex and demanding legislation relating to recruiting from outside the UK, along with legislation applying to jobs that involve working with children and vulnerable adults. Provides a clear explanation of the key areas of law applying to the recruitment process including, where appropriate, the reasons for the development of those rules and what they aim to achieve Explains the application of the rules to recruitment processes Deals with typical practical issues, especially those arising out of case law and recent legislation Forms of contingent work and reliance on third party provision of skills This report is designed for: HR and recruitment professionals; in-house legal teams; employment lawyers; employment and recruitment agency staff, and HR students

About the Author Patricia Leighton is currently Jean Monnet Professor of European Law at the University of Glamorgan, Wales. She has researched and written widely on employment law matters, particularly for HRM practitioners. Her publications include *The New Employment Contract* (1995), *Discrimination and the Law: Fitness for Purpose* (2004) and *Out of the Shadows: Managing Self-Employed, Agency and Outsourced Staff* (2006). Giles Proctor is a qualified solicitor and currently Associate Professor at the College of Law. He specializes in corporate and employment law and, as part of his role, designs courses for legal practitioners.