

# SOURCES OF LEGAL ADVICE AND ASSISTANCE

Although employment tribunals are used to dealing with parties who are unrepresented, many cases are more complex than they may seem. Advice and guidance from an experienced outsider before the case is heard can be just as valuable as representation at the hearing itself.

Below is a list of organisations where you may get free legal advice and/or representation at the tribunal hearing. For more information see the websites.

We cannot guarantee that these organisations can help you. We are not responsible for the content or quality of any advice or help. We do not delay cases to allow any extra time for you to get assistance.

There is a good, reliable guide to the law and procedure, from Citizens Advice [www.citizensadvice.org.uk](http://www.citizensadvice.org.uk).

You can represent yourself. The tribunal staff and Judges will do everything they can to ensure your case is given a fair hearing. You can sit in on other hearings before yours begins so that you understand the process; this can be very helpful. We cannot give you legal advice or advice on how to conduct your case. The Employment Tribunal website has useful information see [www.gov.uk/employment-tribunals](http://www.gov.uk/employment-tribunals)

**ET Litigant in Person Support (ELIPS)** One-off free advice from employment lawyers run by the Employment Lawyers Association - see <https://www.elaweb.org.uk/content/employment-tribunal-litigant-person-support-scheme>

## Advice agencies

**Law Centres:** [www.lawcentres.org.uk](http://www.lawcentres.org.uk)

The address of a law centre nearest to you is available on their website.

**Citizens Advice:** [www.citizensadvice.org.uk](http://www.citizensadvice.org.uk)

The website has the address of your local Citizens Advice. It also explains work-related issues and practical advice, such as writing a Schedule of Loss. The Whitechapel Advice clinic at Tower Hamlets Citizens Advice offers specialist employment advice to those in Tower Hamlets: Call 020 7247 1050.

**Discrimination cases only:** You can try - **Equality Advisory and Support Service:** [www.equalityadvisoryservice.com](http://www.equalityadvisoryservice.com) helpline is on 0808 800 0082 (free phone) - **MIND** the mental health charity provides a free "Infoline" on **0300 123 3393** - **The Disability Law Service** provides information and support for disabled people, their families and carers <https://dls.org.uk/our-services/employment/>. Helpline – call **020 7791 9800** (option 7).

**Mary Ward Legal Centre:** <https://www.marywardlegal.org.uk/legal-advice/employment-advice/> They offer employment advice by phone 10-1pm, 2-4.30pm (0207 831 7079) or you can complete an enquiry sheet and email it to them: [employmentappointments@marywardlegal.org.uk](mailto:employmentappointments@marywardlegal.org.uk).

**BPP Employment Law Telephone Advice Line:** Call 0207 633 4534 and leave a message. A student will try to contact you for details and refer you to a volunteer lawyer.

**Law Works:** [www.lawworks.org.uk](http://www.lawworks.org.uk)

The LawWorks Clinics Network is a nationwide network of free legal advice sessions supported by LawWorks. For a listing, see the website.

**Free Representation Unit:** [www.thefru.org.uk](http://www.thefru.org.uk)

FRU may offer free representation at the tribunal hearing. If your case is two days or less, you can approach FRU direct. Otherwise you need a referral from an advice agency such as a Citizens Advice Bureau.

**Advocate:** [www.WeAreAdvocate.org.uk](http://www.WeAreAdvocate.org.uk)

Advocate may be able to offer free representation by a barrister at the tribunal hearing. You cannot approach them direct. You need a referral from an advice agency, solicitor or your MP.

**Support through Court:** [www.supportthroughcourt.org](http://www.supportthroughcourt.org)

StC (T: 020 7947 7701) provides not legal advice, but support and practical assistance, helping with paperwork such as witness statements. Volunteers can often attend at short notice, including mediations.

**Working Families:** [www.workingfamilies.org.uk](http://www.workingfamilies.org.uk) and **Maternity Action**  
[www.maternityaction.org.uk](http://www.maternityaction.org.uk)

Both have helplines for maternity/ paternity issues at work and family rights.

**Kalayaan:** [info@kalayaan.org.uk](mailto:info@kalayaan.org.uk)

Advice for domestic workers, anti-trafficking. Helpline: 0207 243 2942

**Protect** A whistleblowing charity aims to protect society by encouraging workplace whistleblowing. Focus is more on advice before blowing the whistle than in relation to running a tribunal case. For confidential advice call 020 3117 2520 (\* option 1) or for more information look at the website <https://protect-advice.org.uk/>. The advice line is open Mon, Tue, Thurs: 9:30am – 1pm, 2pm – 5:30pm; Wed, Fri: 9:30am – 1pm.

### **Other possibilities**

**YESS:** [www.yesslaw.org.uk](http://www.yesslaw.org.uk) is a charity which may, if available, provide free support at mediations. You should give 2 weeks' notice. It also gives legal advice about resolving disputes, fees are means-tested (T:020 3701 7530).

**Want to try to resolve the claim?** If you want to settle the claim to avoid going to the tribunal there is a no-fee online mediation service (DRAW) for low paid London workers. For information see [www.drawmediation.org.uk](http://www.drawmediation.org.uk) T: 0203 701 7535.

If you are a member of a **trade union**, the union may be able to help you.

If you have household, car or other **insurance cover**, it may include legal expenses insurance, which can cover an employment tribunal case. Some solicitors, barristers or other representatives offer a 'no win, no fee' service.