

Sources of Legal Advice and Assistance Wales Employment Tribunal

Although Employment Tribunals are used to dealing with unrepresented parties, many cases are more complex than they may seem. The tribunal staff and Judges will do what they can to ensure your case is given a fair hearing, however, we cannot give you legal advice.

This is a list of organisations who may be able to give you free advice and support. Some offer legal advice, some may represent you at the hearing, and some only offer emotional or practical support. The websites explain what kind of help can be given. Some offer services limited to certain areas of Wales only.

We cannot guarantee that these organisations will be able to help you, and we are not responsible for the content or quality of any advice that you receive. There may be a delay in obtaining an appointment and the Tribunal does not usually delay cases to allow extra time for you to get assistance.

If you are a member of a trade union, they may help you. Household, car or other insurance may include legal expenses insurance, which can cover an employment tribunal case. Some representatives offer a 'no win, no fee' service.

Guidance & Useful Information

Acas Free, impartial advice on workplace rights, rules and best practice.	www.acas.org.uk t: 0300 123 1100
Advice Now Provides signposting to useful information on Employment Tribunal procedures.	www.advicenow.org.uk
BPP Videos Ten videos, produced by BPP Law School, contain information about what happens at a hearing and Employment Tribunal Procedures.	http://vimeo.com/user/71831050/folder/4038961
The Employment Tribunals website contains information about Employment Tribunal procedure, links to specific forms and contact information.	https://www.gov.uk/courts-tribunals/employment-tribunal
President of Employment Tribunals guidance on managing cases generally, including preparing for a hearing, disclosure of documents and preparing and exchanging witness statements.	https://www.judiciary.gov.uk/wp-content/uploads/2013/08/presidential-guidance-general-case-management-20180122.pdf
Streetlaw Law students deliver free interactive presentations on practical stages of Employment Tribunal process. Sessions delivered monthly from November to July on-line. No advice given.	Streetlaw dates and joining details can be requested from the Tribunal.
Video Hearings at the Employment Tribunal This short video explains what will happen at an Employment Tribunal video hearing.	https://youtu.be/OZwAiabxqvo https://youtu.be/YGBFYt_K0jA (British Sign Language)
WorkSMART Information about employment rights and calculators for wages and redundancy pay.	www.worksmart.org.uk/work-rights

Advice Agencies

Citizens Advice Advice and casework service, on all employment and discrimination issues	t: 0800 702 2020 (Advicelink Cymru) t: 0808 250 5720 (Specialist Employment and Discrimination helpline) t: 0300 330 2165 (National helpline) e (South Wales): discrimination.team@newportca.org.uk
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	e (North Wales): discrimination@flintshirecab.cabnet.org.uk https://www.citizensadvice.org.uk/
Employment Tribunal Litigant in Person Support Scheme (ELIPS) Free advice from volunteer solicitors and barristers at fortnightly virtual clinics via Zoom (on Thursdays).	e: elips@elaweb.org.uk https://www.elaweb.org.uk/
Equality Advisory and Support Service Advice for discrimination cases under Equality Act 2010 only.	t: 0808 800 0082 www.equalityadvisoryservice.com
Disability Law Service Free helpline and advice for disabled people, their families, carers and advocates on discrimination and employment issues.	www.dls.org.uk t: 0207 791 9800
Free Legal Answers Volunteer lawyers answer specific questions about legal issues.	https://freelegalanswers.org.uk/
HMRC Statutory Payments Dispute Team For payments of Statutory Maternity Pay/Adoption Pay/Paternity Pay/Shared Parental Pay or Statutory Sick Pay when your employer is insolvent or refusing to pay.	t: 0300 322 9422
Law Works Advice Centres Find address of advice centre nearest to you.	www.lawworks.org.uk/legal-advice-individuals/find-legal-advice-clinic-near-you
Maternity Action Free online information and telephone advice on maternity and parental rights and benefits.	t: 0808 802 0029 https://maternityaction.org.uk/
Protect (formerly Public Concern at Work) Whistleblowing charity	t: 020 3117 2520 https://protect-advice.org.uk/
Rights of Women Legal advice to women experiencing sexual harassment in work.	t: 020 7490 0152 http://rightsofwomen.org.uk
Working Families For issues around childcare and family rights in the workplace.	t: 0300 012 0312 www.workingfamilies.org.uk
The Speakeasy Law Centre (South Wales) Local legal professionals offer initial advice and help. No tribunal representation.	t: 0292 045 3111 e: info@speakeasy.cymru www.speakeasy.cymru/employment
Cardiff LGBTQ+ Law Clinic Free legal advice for LGBTQ+ individuals, based at Speakeasy Law Centre.	e: cardiff-lgbtqclinic@protonmail.com www.cardiff-lgbtqlaw.co.uk
Swansea University Law Clinic Free advice clinic	t: 0179 229 5399 www.swansea.ac.uk/law/lawclinic
University South Wales Legal Advice Clinic Appointment only advice from USW law students. General employment law advice to employees and employers. No Tribunal representation. Complete the enquiry form at the link if you have a legal matter that you would like to discuss with a member of the Legal Advice Clinic.	t: 0144 366 8600 e: usw-lac@southwales.ac.uk USW Legal advice clinic enquiry form
North and Mid Wales Law Clinic Caseworkers offer specialist advice and support on Employment Law.	t: 0140 776 2278 e: lipnorthwales@gmail.com
University of Law, Chester Employment Rights Advice Line (CHERAL) Telephone sessions offered between 5-7 p.m. on appointment-only basis. Offers initial advice but not representation to individuals/employees only.	t: 0148 321 6044 e: probono-chester@law.ac.uk www.law.ac.uk/about/legal-advice-for-the-public/

South Wales

North Wales

Support Agencies

BARKA Helpline for Central & Eastern European migrants. Employment advice in Polish, Russian & Romanian.	t: 0800 171 2926
BPP Tribunal Services (Bristol) Volunteer BPP law students, who accompany parties to hearings, to give administrative, note taking & emotional support. No legal advice or tribunal representation	e: tribunalservicesbristol@my.bpp.com
Modern slavery Helpline to report concerns and seek information or advice about forced labour, trafficking and domestic servitude.	t: 0800 012 1700 t: 0300 303 8151 (The Salvation Army)
Support Through Court Cardiff Civil Justice Centre Practical information and assistance and emotional support. STC does not give legal advice	t: 0292 034 3685 e: cardiff@supportthroughcourt.org www.supportthroughcourt.org

Alternative methods for resolving disputes

In appropriate cases, we can offer alternative methods for helping parties to resolve their disputes, known as judicial mediation and judicial assessments. They are explained in further detail here <https://www.judiciary.gov.uk/wp-content/uploads/2013/08/presidential-guidance-rule-3-adr-20180122.pdf>

If you require this leaflet in large print, please contact Wales Employment Tribunal on [0292 067 8100](tel:02920678100).