

Safe and Supported: Enabling SDS Recipients to Employ with Confidence

Presented by Myles Evans



Mark Bates Ltd

THE HOME OF PREMIER CARE

Today's Agenda

Who Are
Mark Bates
Ltd?

What is
Employer's
Liability
Insurance?

What is Legal
Advice and
How To Use It

How Mark
Bates Ltd can
support SDS
teams



Who Are Mark Bates Ltd?

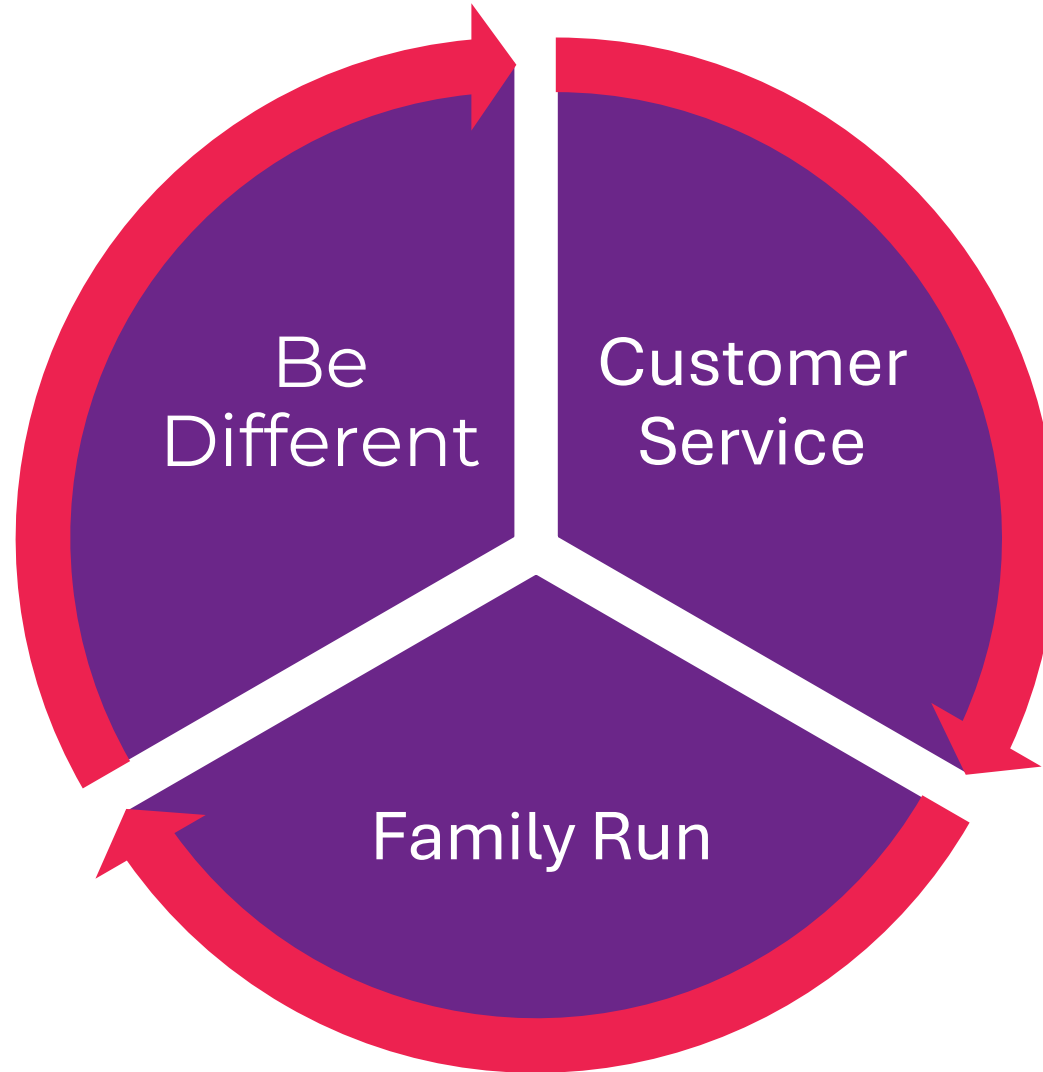


Who Are Mark Bates Ltd?

- Established, trusted provider of **Employer's Liability Insurance** for SDS employers
- Over 30 years of experience in the care insurance sector
- Supporting thousands of SDS employers across the UK
- Working closely with **SDS support organisations & Local Authority SDS teams**



Our Core Values...



What is Employers Liability Insurance?

Legal Requirement –
Employers must have liability cover to protect against claims

Protection for Employers & PAs – Covers workplace injuries, disputes, and liabilities

Safeguarding Recipients –
Ensuring that individuals have the security to manage care with confidence

Employers Liability

Public Liability

Redundancy Cover

Legal Expenses &
Compensation Awards

24/7 Legal Advice

What is Employers
Liability Insurance?

Employers Liability

Employers' Liability Insurance (ELI) enables an employer to meet the cost of a compensation claim if an employee is injured or becomes ill at work.

Public Liability

Redundancy Cover

Legal Expenses &
Compensation Awards

24/7 Legal Advice

What is Employers
Liability Insurance?

Employers Liability

Public Liability

Public Liability provides cover if a third party (i.e. not an employee) suffers injury or damage to their person or property for which an employer is held legally responsible.

Redundancy Cover

Legal Expenses &
Compensation Awards

24/7 Legal Advice

What is Employers
Liability Insurance?

Employers Liability

Public Liability

Redundancy Cover

Redundancy Cover provides protection if an employer needs to make a Personal Assistant (PA) redundant, covering statutory redundancy payments and notice periods in line with employment law.

Legal Expenses &
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What is Employers
Liability Insurance?

Employers Liability

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Legal Expenses & Compensation Awards

**Legal Expenses and
Compensation Awards Cover**
provides protection if an employer
faces employment disputes,
covering legal costs and any
awarded compensation in cases
such as unfair dismissal or
discrimination claims.

24/7 Legal Advice

What is Employers
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 **ILG** Support

24/7 Legal Advice

A 24/7 Advice Line provides unlimited access to expert HR and employment advice. Mark Bates Ltd exclusively use ILG Support, ensuring SDS employers receive the guidance they need to manage their responsibilities effectively.

What is Legal Advice and How To Use It?

Legal advice is professional guidance provided to SDS employers to help them navigate their responsibilities as an employer. It ensures compliance with employment law and helps manage situations such as disputes, redundancies, and disciplinary actions.

What is Legal Advice and How To Use It?

Top Tips on How To Use the Helpline

Seek Advice Early – If an issue arises, SDS employers should contact the advice line immediately to ensure they follow the correct process.

Follow the Guidance Provided – To remain eligible for **Legal Expenses & Compensation Awards Cover**, employers must seek and adhere to the advice given by the helpline.

The helpline isn't just for disputes. Employers can also get help with:

- Employment contracts
- Staff handbooks
- Policies & procedures



What Makes a Good Legal Advice Helpline?

- ◆ **Proactive Support** – A good helpline will maintain regular contact throughout the legal advice episode, ensuring the employer understands the next steps.
- ◆ **Dedicated Advisor** – Employers should have a single point of contact for consistency, avoiding the need to repeatedly explain their situation.

By using a **trusted and proactive legal advice service**, SDS employers can confidently manage their teams while ensuring they have the right protection in place.



How Mark Bates Ltd Can Support SDS Teams

Ongoing Support & Reporting

Streamlined Internal Processes

Free Employment Training

Free Employment Training

Free Employment Training

We provide free training sessions focused on employer legal obligations, helping SDS support teams educate and guide individual employers effectively.

Training covers employment law, redundancy, disciplinary procedures, and safeguarding to ensure compliance and best practices.

Streamlined Internal Processes

Streamlined Internal Processes

We work closely with SDS teams to ensure individuals requiring insurance maintain cover, reducing risks for both employers and the people they support.

Our safeguarding processes help prevent lapses in coverage, ensuring SDS employers remain protected at all times.

Additionally, we offer a **90-day invoice facility**, allowing SDS employers to legally start employing PAs before their funding is processed.

Ongoing Support & Reporting

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If an employment dispute arises, our legal advice team monitors the situation closely to ensure the best possible outcome for SDS employers.

Where necessary, we notify SDS organisations and local authorities if concerns arise regarding:

- Employer capability
- Wellbeing of the Employer
- Other safeguarding concerns

Let's Collaborate!

Come and say hello to us on our stand or take our contact details below.

We would love to talk to you about how we can support you, your organisation and the people that you support.

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