

Getting legal advice

Work issues can be complicated. Depending on your situation, you might want to get legal advice on what to do.

For example, if you are thinking about making a legal claim, you might want to know if you have a case. In this situation, you could get legal advice from a solicitor who specialises in employment law.

[The Acas helpline](#) can explain the law and your options but cannot give 'legal advice'. This is because we are impartial.

You'll usually have to pay for legal advice but some free legal support is available.

For employees and workers

As an employee or worker, it can be useful to get independent advice if you're thinking about:

- making a claim to an employment tribunal
- starting a different type of court claim against an employer

This can help you:

- understand the strengths and weaknesses of your case
- get support during the legal process, if you do go through with it

If you're thinking of [making a claim to an employment tribunal](#), you do not have to use a solicitor.

You might be able to get legal support through:

- some Citizens Advice offices – find your nearest on the [Citizens Advice website](#)
- your trade union, if you're a member
- your personal or home insurance policy
- [LawWorks](#), a charity for those in England and Wales
- the free legal services unit for Scotland – find an accredited referral service through the [Faculty of Advocates website](#)

If you want to use a solicitor, you can find one by searching:

- [the Law Society website](#), for solicitors in England and Wales
- [the Law Society of Scotland website](#)

For discrimination claims

If you're thinking of making a claim for [discrimination](#), you might be able to get legal advice through legal aid.

[Find out about legal aid on GOV.UK](#)

You can also get impartial advice from the [Equality Advisory and Support Service \(EASS\)](#).

For employers

As an employer, it could be important to get independent advice if you:

- are making a decision that could be challenged by your employees
- want to know the possible outcomes or risks of legal action

You could get legal advice through one of the following:

- your organisation's insurance, if it covers legal advice
- your organisation's legal service subscription, if you have one

You could also use a solicitor who specialises in employment law. You can:

- search [the Law Society website](#) for solicitors in England and Wales
- search [the Law Society of Scotland website](#)