



Advising employers

About us

We are one of the few City employment law teams who act for employers and employees which gives us a unique tactical and strategic advantage when dealing with workplace issues for our employer clients.

Our employment team is highly regarded in the market, and is recognised in the Legal 500 Directory for its effective advice for employer clients. Most of our clients come via recommendations from existing and former clients, which bears testament to our credentials and the confidence our clients have in the advice and service that we provide.

Our employment team combines determination, intelligence and sound judgment to deliver the best possible outcome for you. We have an intuitive insight into how employees are likely to act and this helps us to provide relevant and commercial advice, and to achieve excellent results for our clients.

Litigation is often a last-resort, but sometimes our clients do have to pursue or defend claims in the High Court or in the Employment Tribunal. We have an excellent track record in the claims that we have been instructed to pursue or defend.

Our clients benefit from the breadth of experience and wealth of sector knowledge we have developed having advised a wide range of organisations across the UK over several years.

WE ACT FOR:

Financial services firms	Retail and hospitality
Leading regulatory bodies	businesses
Family offices	Charities
Global PR and media	Religious institutions
businesses	Property firms
Professional services firms	Media firms
Barristers' Chambers and an	Start-ups
Inn of Court	Manufacturers

This diverse client base gives us unparalleled experience and knowledge to provide informed and commercial solutions to achieve the best results for our clients.

"Exceptional market knowledge and experience in negotiating the best outcome for the client. Good profile in the market. Very good communication and case management."

Legal 500 2021

"it is a great firm with pragmatic practitioners... they are outstanding in their field."

Chambers 2021

"They provide clear, easy to understand legal advice with pros and cons of different approaches. Most importantly however, the team really treats you as individuals and human beings – showing empathy and understanding during difficult times"

Legal 500 2021

"fabulous response times on complicated issues; they are always available, easy to work with and give great advice."

Chambers 2021

"Expertise in their respective areas, second to none. Very much work as a team."

Legal 500 2021

"Fearless and committed." "A very impressive mix of experts in a range of disciplines."

Chambers 2020

Our expertise

Good employee relations are essential to the success of any business, helping to strengthen staff morale, enhance company culture and empower your recruitment and retention strategies. By contrast, the negative consequences of poor employee relations can be far reaching, both internally and externally. Our team of expert employment lawyers take the time to understand your business's culture and HR requirements. Combining that knowledge with our informed insights into the UK's evolving employment law framework and sector trends, we provide practical and incisive advice tailored to your business and values.

Our wealth of experience enables us to keep your employee relations on track. From day-to-day HR queries through to disciplinary, grievance, discrimination and whistleblowing issues, our team offers trusted support to clients of all sizes, from plcs to start-ups.

The size of our team enables us to offer a prompt, responsive and partner-led service with work being undertaken at the appropriate level, to ensure a cost-effective and bespoke service dedicated to your business needs.

We advise on all aspects of employment law, including:

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|  Employment Contracts |  Grievances |
|  Policies and Procedures |  Dismissals |
|  Reorganisations and Redundancy Programmes |  Restrictive Covenants and Team Moves |
|  TUPE and Outsourcing |  Settlement Agreements |
|  Disciplinary and Performance Issues |  Employment Tribunal Claims |

Instructing our commercial and strategic employment team will allow you to concentrate on running your business, safe in the knowledge that all your legal needs are being expertly looked after.

RECENT WORK EXAMPLES:

- Advising on complex sex discrimination and whistleblowing claims brought by a member of senior management which we were able to successfully negotiate and settle on favourable terms for our client.
- Advising, pursuing and successfully resolving High Court claims alleging breach of post termination restrictions against a number of departing employees and a competitor business.
- Advising in relation to a number of redundancy and restructuring exercises across the business and successfully navigating a path which resulted in no claims being brought against the business.

Our team



JO KEDDIE

Partner, Head of Employment
jkeddie@wslaw.co.uk
+44 (0)20 7593 5157



BETTINA BENDER

Partner
bbender@wslaw.co.uk
+44 (0)20 7593 5045



LOUISE LAWRENCE

Partner
llawrence@wslaw.co.uk
+44 (0)20 7593 5082



ANDREA LONDON

Partner
alondon@wslaw.co.uk
+44 (0)20 7593 0287



ELEANOR GILBERT

Senior Associate
egilbert@wslaw.co.uk
+44 (0)20 7593 5123



WILL CLIFT

Associate,
wclift@wslaw.co.uk
+44 (0)20 7593 5117



ALEKSANDRA TRACZYK

Solicitor
atraczyk@wslaw.co.uk
+44 (0)20 7593 5379



BLAIR ADAMS

Partner
badams@wslaw.co.uk
+44 (0)20 7593 5018



SUE KELLY

Partner
skelly@wslaw.co.uk
+44 (0)20 7593 5080



ANDREW YULE

Partner
ayule@wslaw.co.uk
+44 (0)20 7593 5089



HARRIET CALVER

Senior Associate
hcalver@wslaw.co.uk
+44 (0)20 7593 1897



DANIELLE CRAWFORD

Senior Associate,
dcrawford@wslaw.co.uk
+44 (0)20 7593 0398



DANIEL PARKER

Associate
dparker@wslaw.co.uk
+44 (0)20 3735 1938



JAMES LYNAS

Consultant
jlynas@wslaw.co.uk
+44 (0)20 7593 5175