

WinckworthSherwood

People, Culture and Law Conference 2025

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Speaker Biographies



CHRIS GARRETT
Partner, Winckworth Sherwood

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Chris works with a range of businesses on all aspects of employment and partnership law as well as data protection law.

He has particular experience advising clients on the employment law aspects of M&A transactions in addition to advising both UK and global businesses on all areas of data protection compliance. He frequently advises companies on employee monitoring, privacy notices and policies, cyber security incident response matters, including dealings with data protection supervisory authorities and individual data breach notifications.



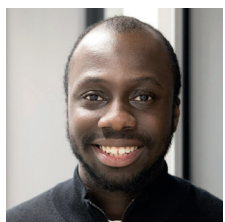
MALINI SKANDACHANMUGARASAN
Partner, Winckworth Sherwood

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Malini is a Partner specialising in all aspects of UK immigration and nationality law for businesses and individuals. She is recognised by Legal 500 as a 'Next Generation Partner', described as 'knowing the intricacies of the laws and regulations' and having 'very clear attention to details, integrity and great responsiveness'. She is also ranked Band 2 by Chambers and Partners 2024 where she is described as being 'one in a million' and 'extremely brilliant with great expertise'.

Malini's deep technical expertise spans the full spectrum of inbound UK immigration law. Her clients are drawn from all sectors from financial services, AI leaders, global mobility companies and manufacturers to innovative tech leaders, entrepreneurs, international families, overstayers and those seeking protection in the UK.

Malini provides strategic and commercial advice to global organisations looking to employ or retain overseas workers in the UK through the Skilled Worker or Global Business Mobility routes. She also regularly assists clients with ongoing sponsorship and immigration compliance, prevention of illegal working legislation and corporate restructuring. In addition to her considerable experience in business immigration with a focus on companies looking to set up in the UK, Malini's day to day practice involves regularly advising on personal immigration assisting private clients with all UK immigration applications to the point of British Citizenship. She has an impressive profile in obtaining life-changing results for individuals with complex immigration matters with particular emphasis on applications based on partnership, family and private life, human rights and discretionary leave outside the Immigration Rules.



ELIJAH AMOAKO
Policy Advisor, His Majesty's Treasury & Director of Public Affairs, 100 Club

Elijah is the Director of Public Affairs at 100 Club, where he drives strategic engagement across government, corporate, and community sectors. With an academic background in Economics and postgraduate studies in Global Security and Strategy, he brings an informed perspective on the intersections of security, development, and diplomacy. Passionate about representation, policy impact, and thought leadership, he champions initiatives that strengthen relationships between institutions and underrepresented communities.



KATY FRIDMAN
Founder, Flexible Working People

Katy Fridman is the founder of Flexible Working People, a leading talent and career platform transforming how professionals and businesses approach flexible work. With a community of over 100,000 experienced professionals, Flexible Working People connects organisations with exceptional part-time and flexible talent while supporting individuals navigating career transitions, returns to work, and self-employment.

Flexible Working People is recognised as a trusted voice in the flexible work space, partnering with forward-thinking employers and providing practical resources, events, and insights that empower people to build fulfilling, balanced careers.

Katy is a leading advocate for the future of work and gender equality, regularly speaking at major conferences and contributing to national media.



JAYNE MORRIS
CEO, TPP Recruitment Ltd

With over 35 years of experience in recruitment, Jayne Morris has led TPP Recruitment as CEO since 2008. Her journey from a successful consultant to the helm of a purpose-led recruitment agency reflects her deep commitment to people, culture, and impact. Jayne believes that the best recruiters are those who genuinely care and enjoy what they do, thriving on helping others succeed. An ethos that underpins TPP's values and culture. Jayne champions a blended way of working where colleagues enjoy flexibility and hybrid working, an environment where people can be their authentic self at work in a supportive and collaborative environment.

Beyond her role at TPP, Jayne has been a carer, a graduate of UCL's Goldman Sachs 10,000 Small Businesses programme, and a volunteer for Pets as Therapy and Princess Alice Hospice. Jayne is also a member of the Institute of Directors and a vocal advocate for inclusion and wellbeing in the workplace. She is also proud of her Cornish heritage!

Jayne's leadership style is rooted in empathy, collaboration, and a belief that recruitment is not just about filling roles. Her insights into the evolving recruitment landscape and workplace culture make her a valuable contributor to conversations around employment, equity, and organisational resilience.



LOUISE LAWRENCE
Partner, Winckworth Sherwood

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Louise is a trusted advisor to UK businesses and not-for-profit organisations and senior executives advising on all aspects of employment law from drafting contracts of employment to defending Tribunal claims. She has a strong reputation for technical excellence and is adept at handling complex issues and providing strategic advice on TUPE, redundancies and restructurings, and disputes. She gets to know her client, listens to them and uses her commercial nous to create solutions to meet her client's needs. Louise values all of her client relationships, providing prompt, collaborative and pragmatic advice. Recent testimonials from employer clients include: "I would say Louise Lawrence stands out. She is extremely personable, genuinely cares about our business and has always been flexible and accommodating in her approach."



FLORENCE SMART
Associate, Winckworth Sherwood

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Florence works with a diverse range of individual and employer clients on advisory, contentious and non-contentious employment-related matters. She advises on day-to-day issues such as recruitment, termination and enforcement of restrictive covenants. Florence also has experience with providing corporate support on employment issues in a transactional context and conducting independent investigations.



DR GRACE LORDAN

Associate Professor, Behavioural Science, LSE and Founding Director, The Inclusion Initiative

Dr Grace Lordan is a LSE professor, global public speaker and thought leader. She is the Founding Director of The Inclusion Initiative and the creator of the MSc in Behavioural Science at the LSE. Grace is an expert on labour market skills, building productive organisations, inclusive leadership, women's progress in the workplace, the future of work and individual success.

Grace served as an expert advisor to the UK government sitting on their skills and productivity board. She currently leads the £2 million ESRC funded diversity and productivity from education to work (DAPEW) project. Her academic writings have been published in top international journals and she has written for the Financial Times, Fortune, Fast Company, MIT Sloan Management Review, Reuters and Harvard Business Review. Grace is a regular speaker, educator and advisor to blue chip finance and technology firms.



ANDREW YULE

Head of Employment and Partnerships, Winckworth Sherwood

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Andrew advises businesses and senior executives on all aspects of employment law. He works with employer clients across a range of sectors, including financial services, technology, retail and education – providing pragmatic and prompt day-to-day advice on all aspects of the employment relationship.

He also has a great deal of experience helping clients to avoid or to defuse disputes and – where necessary – successfully running complex litigation.

Andrew acts for individuals, regularly in the financial services sector, in private equity and numerous FTSE 100 and 250 departmental heads and main board directors. Typically this includes advising on and negotiating all aspects of complex and high-value moves, terminations and disputes – at each stage carefully managing not only the financial terms, but also the more nuanced reputational aspects.



BETH HAMILTON

Associate, Winckworth SHERWOOD

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Beth works with both employees and employers on a breadth of employment law matters. Her work involves dealing with a mix of contentious and non-contentious issues, including Employment Tribunal claims and independent workplace investigations. Beth routinely works with employees in relation to exit negotiations and settlement packages across a wide range of sectors. She also advises employees in relation to complex grievances, whistleblowing and discrimination issues. Separately, Beth advises many corporate employer clients on both contentious and non-contentious matters including employment contracts, day-to-day HR queries, whistleblowing, investigations, grievance and disciplinary matters and Tribunal claims.



ANDREA LONDON

Partner, Winckworth Sherwood

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Andrea is a very experienced employment lawyer who is known for her responsive, pragmatic and practical advice; aiming always to seek solutions based on what is best for the business client or individual dependant on the circumstances.

She advises mainly corporate employer clients, but also some senior individuals and in respect of all employment-related matters. Andrea specialises particularly in breach of contract, workplace disputes, restrictive covenants and team moves, TUPE, unfair dismissal and discrimination.



KATE MILLER
Partner, DRD Partnership

A lawyer by training, Kate is a member of DRD Partnership, a boutique communications consultancy based in Covent Garden focused on crisis and reputation management. She has 25 years' experience advising corporates, institutions and individuals on a broad range of critical communications issues. Her areas of focus include litigation communications, reputation and crisis management, media and stakeholder relations, employment and safeguarding.

Kate started her career as a litigator at Allen & Overy, qualifying in 1997. In 2000 she moved into communications, spending the first 12 years at Brunswick specialising in financial communication for corporates. Since 2012 she has focused on reputation management for companies, institutions and private clients, and frequently advises on complex employment issues, disputes, investigations and inquiries.



SUSAN KELLY
Partner, Winckworth Sherwood

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Sue has many years' experience advising a wide range of employers, from businesses to educational institutions and faith-based organisations, on all aspects of the employment relationship. She takes a pragmatic and commercial approach, providing sound legal advice but also looking at the wider context and broader considerations. She helps employers to resolve their workplace disputes but her litigation experience is invaluable, where this cannot be avoided.

At the same time, Sue advises many senior individuals, from a broad range of sectors, including financial services, tech, data service, education and the church, who value her wise and empathetic advice.



APARNA SUDHIR
Solicitor, Winckworth Sherwood

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Aparna advises both employees and employers on various employment law matters, including both contentious and non-contentious, and across a range of sectors. Aparna's practice also includes conducting investigations as an external third party.