

Winckworth Sherwood

People, Culture and Law Conference 2026

Tuesday 10 November

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.



CLARE WALSH
Senior Associate, Winckworth Sherwood
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Clare is a highly experienced employment lawyer with over 15 years' post-qualification experience. She advises employees and employers on contentious and non-contentious employment law matters. Recognised as a Leading Associate in Chambers in 2024, she is praised for being a "high-quality litigator" and "very knowledgeable but practical in her advice".

Clare advises on complex HR advisory matters, internal procedures, and sensitive exits. She has a particular specialism in discrimination and equality law, with a strong track record in high-value and reputationally significant cases.



DR CHRIS DAVIS
Thought Leadership Manager, The Institution of Occupational Safety and Health

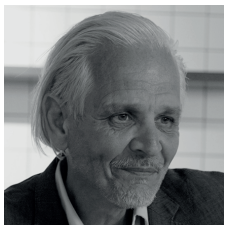
Dr. Christopher Davis writes and speaks on occupational safety and health in a changing world. He has a particular interest in the theory and practice of wellbeing, sustainable business, and the future of work. He holds a BA (Hons) in English and European Studies from Nottingham Trent University, a Masters by Research in Comparative Literary Studies from Warwick University, and a PhD in Comparative Literary Studies, also from Warwick University. He has experience in academia, education, journalism, and outreach.



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

She acts mainly for corporate employer clients, but also some senior individuals - in each case in various sectors but specifically financial services, charities and law firms. Andrea advises on all employment-related matters, but specialises particularly in breach of contract, discrimination and workplace disputes, restrictive covenants and team moves, TUPE and M&A transactional requirements.



MATT DEAN
Co-Founder and Director, Byrne Dean

Matt co-founded byrne·dean with Victoria Byrne in 2003, with a shared goal of creating kinder, fairer workplaces that enable people to fulfil their potential. With more than 35 years' experience addressing workplace challenges, he specialises in providing vision and clarity, simplifying complexity and helping individuals and organisations drive meaningful behavioural change. His work spans resolving employment disputes, fractional ER and culture change strategy and training. He enjoys working with senior business leaders one to one and with large teams - often in large rooms where you can generate real energy.

Matt has worked across more than 50 countries and extensively in professional services, investment banking and financial services. Previously a senior City lawyer, he led Employment Law Training at Simmons & Simmons, served on the Management Committee of the Employment Lawyers Association and chaired Islington Law Centre. His approach is direct, human and culturally sensitive, informed by extensive experience of people risk, regulation and high-performance environments. He is also the author of The Soft Stuff: Reclaiming Kindness for the World of Work. His recent professional focus has centred on workplace behaviour, inclusion and diversity, integrity, ethics and accountability, and purpose-led transformation.



DAVID STEPHENSON
Joint Head, Parity Chambers

David is a Founding Member and Joint Head of Parity Chambers, specialising in employment, discrimination and equality law, particularly complex discrimination, whistleblowing and employment status. He has extensive experience of cases involving workplace culture, harassment and employees raising concerns at work.

He has appeared in significant reported cases at all appellate levels, including Pimlico Plumbers v Smith in the Supreme Court, National Union of Professional Foster Carers v Certification Officer and Wisbey v Commissioner of the City of London Police in the Court of Appeal, and A v Carers Trust Southeast Wales in the EAT.

Consistently ranked as a leading employment junior, David has been shortlisted for Employment Junior of the Year at the Chambers UK Bar Awards and for Junior of the Year and Employment Junior of the Year at the Legal 500 UK Bar Awards.
The 2027 legal directories describe David as a "fearless, tenacious and persuasive advocate", "always calm under pressure" and "one of the unsung heroes of the employment Bar".



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."



DUNCAN LENNON
Solicitor, Winckworth SHerwood

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Duncan advises a wide range of individual and employer clients on employment law matters, providing user-friendly and pragmatic guidance on both day-to-day issues and complex strategic matters. His work experience includes recruitment, contractual advice, company policies, dismissals, discrimination and whistleblowing claims, negotiating exit packages as well as restructuring and redundancy exercises.

He assists clients across various industries including finance, technology, hospitality, healthcare, charities, and professional services, tailoring his advice to the unique demands of each industry.



MALINI SKANDACHANMUGARASAN
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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.



LISA LEWINSOHN
Legal Director, Winckworth SHerwood
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Lisa is a Legal Director in our employment team with around 20 years' experience advising a wide range of individuals, companies and charities on all aspects of employment law.

Whilst the focus of Lisa's practice has been advising senior executives and professionals on appointments, disputes and terminations at senior and board level, she has continued to act for a wide variety of employer clients over the years – from large international organisations to small owner managed businesses and from charities to family offices and beyond. The breadth of her experience provides valuable understanding of differing perspectives. Whether acting for employers or employees Lisa seeks to achieve outcomes for her clients which are not only financially valuable but also take account of reputational and commercial considerations.

Lisa prides herself on frequently resolving disputes swiftly and sensitively without recourse to court or tribunal. It is therefore fitting that Lisa is also an ADR Group Accredited Civil and Commercial Mediator as well as an ADR Group Accredited Workplace Mediator.



TOM PERRY
Barrister, No5 Chambers

Tom Perry is an employment specialist who regularly appears in the Employment Tribunal and Employment Appeal Tribunal. Tom has extensive experience in all aspects of employment litigation, including interim relief hearings, preliminary hearings, full merits hearings, remedy hearings and appeals up to and including the Court of Appeal.



APARNA SUDHIR
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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.



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.



NATALIE CRAMP
Partner, JMAN Group

Natalie is a Partner and Chief Commerical Officer at JMAN Group, who work with clients in Private Equity to solve commercial problems with technology, maximising the potential of data and AI to drive growth and evidence their equity story. She brings nearly two decades experience in leading private, public and third sector organisations through significant periods of innovation and change and joined JMAN after five years of leading a data and AI consultancy. She is particularly passionate about the people elements of transformation and as such was a speaker for 3 years for Vistage, delivering training to C-suite leaders in understanding how to create value from data and AI for their business, built a Data Academy in her previous business and was NED of AI recruitment business Generative.

A recognized leader in the data and AI field, Natalie's been named in the Tech Women Celebration 50, the Twenty in Data and Tech 2023, and was recently awarded an honorary doctorate from the University of Essex. She takes an active role in the data community, including chairing Women in Data®'s Women's Health work and as a member of the Mayor's Data for London Advisory Board. Passionate about diversity, she hosts a PE network in London and NYC for female leaders working in PE funds and Portfolio Companies. Natalie's career as a problem solver has seen her on both client and consultancy side and as part of the team rapidly scaling organizations including the London 2012 Olympics.



LIZZIE CROWLEY
Senior Public Policy Manager, CIPD

Lizzie is CIPD's Senior Public Policy Manager and leads research and policy development on the UK skills system, AI and the changing world of work. Lizzie is a policy and research professional with over 20 years' experience in employment and skills. She has extensive experience of developing high-quality, evidence-based research to inform organisational practice, influence policy and shape public debate. Before joining the CIPD in 2016, she led youth labour market research and policy development at The Work Foundation and delivered research for public and private sector organisations.

She has published several influential reports on skills policy, youth unemployment and the impact of AI on work and skills, and regularly appears on national and regional television and radio.