

12

King's Bench Walk

Georgina Churchhouse

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AREAS OF EXPERTISE

Employment & Discrimination, Human Rights, Industrial Disease, International & Travel, Insurance, Personal Injury

Georgina specialises in employment, discrimination, commercial employment law, data protection & information law, professional discipline & regulatory disputes, employers' liability and private international law acting for both Claimants and Respondents or Defendants at all levels of court and tribunal. She has a particular interest and expertise in the interplay between her core specialisms with European and human rights law and was recently awarded a Phoenicia Scholarship by the Bar European Group. She has considerable appellate experience, having acted led in the Court of Appeal and unled in the EAT on multiple occasions. She is currently instructed as a junior counsel in a High Court destructive stress at work case led by Steven Snowden QC as well as a number of EAT cases as sole counsel. Prior to joining the Bar Georgina amassed substantial experience in employment & discrimination law as a University Lecturer, Judicial Assistant in the Court of Appeal and at the coal face as a Law Centre Caseworker. She sits on the Executive Committee of the Discrimination Law Association and the Junior Members Committee of the Employment Lawyers Association. Her book, a Practical Guide to Pregnancy and Maternity Discrimination, is due to be published in 2021.

Equally at home in a trial or appellate setting, Georgina enjoys tackling witness heavy, complex and novel litigation at first instance and on appeal either as sole counsel or working collaboratively in a team of counsel. She has appeared before the Court of Appeal (led), Employment Appeal Tribunal (unled), Employment Tribunal and County Court in appeals, multi-day trials, remedies hearings, interim applications and preliminary hearings. Her employment cases have set leading precedent and have been reported in the IRLR, CMLR, All Eng LR, ICLR and WLR as well as featuring in Michael Rubenstein's top employment cases to watch in their respective year. Owing to her prior experience as a Lecturer and Judicial Assistant at the Court of Appeal, she is also adept at drafting pleadings, schedules and advices involving complex points of law.

Having spent time in a solicitor's office Georgina understands the need for prompt, commercial and client friendly advice and enjoys fostering a close working relationship with instructing solicitors in order to achieve the best results for every client. As such she is keen to be involved in litigation from an early stage where clients can benefit from specialist advice on pleadings and litigation strategy to significant commercial gain.

Prior to joining Chambers Georgina was a Judicial Assistant in the Court of Appeal to Lord Justice Moore-Bick (Vice President) and Lord Justice Irwin where she gained experience in a wide range of employment, civil, commercial, public and international law disputes. She also lectured employment & discrimination law at the University of Surrey and tutored constitutional & administrative law and tort law at King's College London and Queen Mary University of London. Additionally, she gained extensive advocacy and advisory experience in employment law as an Employment Caseworker at a Law Centre where she independently ran her own caseload of employment tribunal claims and as a Free Representation Unit volunteer. She has completed a stage at the European Court of Human Rights and was also part of the Cambridge Pro Bono Project Team which advised the Inter-American Court of Human Rights on an Advisory Opinion.

Outside of Chambers Georgina enjoys surfing, tennis, skiing, cycling, guitar, photography and mixology. She also has a love of live music, festivals and travel.

Employee Competition, Restrictive Covenant & Bonus Disputes

Georgina acts for both Senior Executives and Employers in the full range of commercial employment and business protection matters, including bonus and other contractual disputes, restrictive covenant disputes, team moves and disputes concerning breach of directors' duties, fiduciary duties, duties of confidence and database rights. She welcomes instructions as either sole counsel or led by more senior counsel.

Whilst a Judicial Assistant in the Court of Appeal she worked on ***Brogden v Investec Bank Plc* [2016] EWCA Civ 1031**, an appeal concerning the interpretation of contractual bonus provisions.

Examples of her recent instructions include: –

- Advising in a High Court action for breach of contractual sick pay provisions (ongoing) [**High Court, Breach of Contract**].
- Drafting a Letter Before Action and Deed of Undertaking for an employer, in the recruitment sector, in a data theft case [**Employee Competition & Business Protection**].
- Advising an employee in the tech sector on the effect of proposed post termination restrictions [**Employee Competition & Business Protection**].