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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.

EU & Human Rights Law

Georgina has a particular interest and expertise in EU & human rights law and enjoys applying EU and human rights law to her core areas of practice to find novel remedies for her clients. Her employment cases have been reported in the Common Market Law Review and she was recently awarded the Phoenicia Scholarship by the Bar European Group.

She has a strong grasp of human rights law having taken specialist options in civil liberties and international human rights in her LLM at Cambridge University and having undertaken a stage at the ECtHR. Before coming to the Bar, she was Visiting Lecturer in public law at King's College London and Teaching Fellow in public administrative law at Queen Mary University. As a Judicial Assistant in the Court of Appeal she also wrote opinions on a number of appeals involving points of EU law and human rights law.

As such Georgina is well placed to act in employment, data protection and personal injury cases requiring an understanding of European and human rights law.

She has recently advised or acted in the following cases:

- Instructed to advise a Government Department on the entitlement of transgender men to pregnancy and maternity benefits (sole counsel) [**Human Rights Act 1998, EU retained law, Pregnancy and Maternity Benefits, SSCBA 1992**].
- Writing an advice for Richard Methuen QC on an Arbitration under the Untraced Drivers' Agreement 2003 raising questions of whether Article 10 of Council Directive 2009/103/EC has direct or indirect effect (during pupillage) [**MIB, Direct and Indirect Effect**]
- Writing an advice for Stephen Worthington QC on the liability of an Article 75 insurer for aggravated damages following injuries sustained consequent to a terrorist attack, raising complex points on the distinction between aggravated and exemplary damages and the concept of personal injury in EU law (during pupillage). [**MIB, Principles of Effectiveness and Equivalence, Damages Morale**]
- *Gomes v Higher Level Care Ltd* [2018] EWCA Civ 418(led). This is the leading case on compensation for breaches of the Working Time Directive and was one of Michael Rubenstein's top employment cases to watch owing to the case's significant implications for the protection of workers' rights. Georgina acted at all stages of proceedings [**Working Time, Principles of Effectiveness and Equivalence**].
- *Gomes v Higher Level Care* [2016] IRLR 678 (unled). This is the leading case on compensation for breaches of the Working Time Directive and was one of Michael Rubenstein's top employment cases to watch owing to the case's significant implications for the protection of workers' rights [**Working Time, Principles of Effectiveness and Equivalence**].