

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.

Employers' Liability

During pupillage Georgina gained exposure to a number of multi-million-pound catastrophic personal injury claims. Utilising her background in employment & discrimination law and domestic and international human rights, she now focusses her practice on **stress at work, sexual harassment at work, employers' liability, vicarious liability, modern slavery and human rights abuses, including torture & inhuman and degrading treatment**. She acts for both Claimant's and Defendant's in higher value fast track and multi-track litigation.

Georgina is happy to accept instructions to represent parties at **trial, in CCMC's, interlocutory applications and appeals**. She also regularly **advises** on liability, quantum and procedural matters and **drafts** pleadings, schedules of loss and questions to experts.

She is well placed to act in modern slavery cases and other disputes involving intentional torts, inhuman and degrading treatment and torture having spent a year teaching tort and public law at Queen Mary University, and as a Visiting Lecturer in public law at King's College London, alongside having taken specialist options in civil liberties and human rights during her LLM at Cambridge University, and a stage at the ECtHR.

She also enjoys advising on points of **EU law** and was recently awarded the Phoenicia Scholarship by the Bar European Group. In that regard, during pupillage she gained experience in a number of MIB related matters including:

- 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.
- 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.

Examples of Georgina's recent work include:

- Instructed to advise on a 250k claim against the police for personal injuries allegedly sustained as a consequence of sexual harassment at work (Multi Track) [**Harassment**]
- Instructed as junior counsel in a High Court destructive stress at work claim to act for the Claimant, a former University Lecturer (led by Steven Snowden QC) (Multi Track) [**Stress at Work**].
- Instructed to Advise on the merits of claim following an assault on a teacher at school (Multi Track) [**Employers' Liability**]
- Instructed to Advise a Trade Union on the rights of its members in relation to PPE during the COVID-19

crisis [**Employers' Liability**].

- Settling the Defence for an employer in a data protection, misuse of private information and breach of confidence matter (Multi Track) (ongoing) [**Employers' Liability, Data Protection**].
- Settling Particulars of Claim and a Schedule of Loss for a Claimant working in the accounting sector in an occupation stress claim (Multi Track) (ongoing) [**Stress at Work**].
- Settling Particulars of claim for a Claimant working in the civil service in an occupational stress claim (Fast Track) (ongoing) [**Stress at Work**].
- Instructed to advise on the implications of the TUPE regulations for the Defendant employer in a civil claim [**TUPE**].
- Instructed to advise on prospects of success in a claim for occupational stress suffered by the Claimant working in the Education Sector (Multi Track) (ongoing) [**Stress at Work**].
- Instructed as sole counsel by the Claimant working in the NHS in an occupational stress case (Multi Track) (ongoing) [**Stress at Work**].
- Instructed as sole counsel by the Claimant working in the civil service in an occupational stress claim [Fast Track] (ongoing) [**Stress at Work**].
- Successfully representing numerous Defendant employers at trial in claims for personal injuries allegedly sustained during the course of employment (Fast Track) [**Employers' Liability**].
- Various allocation, approval, directions and application hearings including applications for strike out, disclosure and relief from sanctions (Fast Track & Multi Track). [**Personal Injury**].