

# Laura Robinson

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## AREAS OF EXPERTISE

Employment & Discrimination, Group Claim Litigation,  
Professional Regulatory & Discipline

Laura Robinson is an employment specialist who represents large corporations, SME's, public and government bodies, local authorities and private individuals. Laura can advise on all aspects of employment law, but has a strong reputation in discrimination, whistleblowing, unfair dismissal, TUPE and breach of contract claims. Laura appears in Tribunals and Courts at all levels. Laura is a member of the Attorney General's A Panel of Counsel.

*"Laura is extremely well prepared and completely on top of her papers on any given case. She explains matters clearly to lay clients and puts witnesses at their ease in conferences. She is an excellent advocate, arguing her case persuasively and exercising really good judgement in terms of the points to take in cross-examination. She gets to the nub of the issues and reads tribunals well."* - **Legal 500, 2023**

## Employment & Discrimination

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Laura delves to the heart of complex cases and is described as personable and down to earth. She is adaptable in her demeanour and advocacy style, with the ability to understand the tactics of litigation, and ability to assist those instructing at an early stage of claims.

Laura is regularly instructed in complex claims involving difficult legal or factual issues in relation to disability, sex or race discrimination, TUPE, breach of contract unfair dismissal and whistleblowing. Laura is often sought out by clients when cases require a particularly sensitive approach.

Laura is recommended in both Chambers & Partners and Legal 500.

## Group Claims Litigation

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During her career, Laura has been instructed in a number of group claims, often against multiple Respondents. She was involved in the Southern Cross employment litigation arising out of the TUPE transfer of care home staff to new

employers and, most recently was involved with the Travelex TUPE litigation.

## Professional Regulatory and Discipline

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Laura is regularly instructed as Presenting Counsel in Ministry of Defence Police (MDP) disciplinary proceedings.

The hearings are statutory regulatory hearings which have their own rules and procedures. The outcomes are subject to Judicial Review.

Laura's experience as an employment practitioner is invaluable when representing in regulatory proceedings. Although each regulatory environment has its own rules and procedures, the Employment Tribunal environment has many similarities and her years of experience in the employment field can be helpfully utilised.

## Qualifications

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BSc (Hons) Natural Sciences, Durham University

Postgraduate Diploma in Law, College of Law, Guildford

## Appointments & Memberships

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Employment Law Bar Association (ELBA)

Employment Lawyers Association (ELA)

Member of the Attorney General's A Panel

## Directories

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A strong practitioner offering quality advice across discrimination, whistle-blowing and unfair dismissal cases. She has especial expertise in disability discrimination matters.

*"Laura has excellent technical skills, and understands and considers detailed and complicated legal points with serenity. She is extremely clear in her advice and her advocacy is very persuasive."* – **Legal 500, 2024**

*"Laura is phenomenal. She is really great on the detail of complex matters."* – **Chambers & Partners, 2024**

*"Laura is very client-friendly, sensible, commercial and collaborative. She is not afraid to give a steer, she works hard and her advocacy is unflinching."* – **Chambers & Partners, 2024**

*"I feel very confident when Laura is assisting on a case. Her advocacy is strong as she is quick-thinking and strategic."* – **Chambers & Partners, 2024**

*"Laura is extremely well prepared and completely on top of her papers in any given case. She explains matters clearly to lay clients and puts witnesses at their ease in conferences. She is an excellent advocate, arguing her case persuasively and exercising really good judgement in terms of the points to take in cross-examination. She gets to the nub of the issues and reads tribunals well."* – **Legal 500, 2023**

*"She has a good handle on the complexities of a case and when we are thrown curve balls she is able to handle those."* – **Chambers & Partners, 2022**

*"An excellent barrister on all fronts. Laura's client care skills and ability to simplify complex facts and legal issues is second to none."* – **Legal 500, 2022**

*"She's encyclopaedic in her knowledge of the case and fights her corner very hard."* – **Chambers & Partners, 2021**

*"She's a very personable and thorough barrister; excellent with clients and has a calming manner."* – **Chambers & Partners, 2021**

*"Excellent – she has a fantastic manner with lay clients, making them feel that we are all part of the same team. She stands her ground and can be firm with judges and opponents. She has a good sense of what will appeal to a judge and tailors her submissions effectively to achieve the best outcome for her clients."* – **Legal 500, 2021**

*"She has a good grasp of complex legal issues and an excellent focus on the detail. Very user-friendly and unflappable."* – **Chambers and Partners, 2020**

*"A very experienced advocate. Meticulous in her preparation, extremely dependable and very thorough. She knows the documents inside out and is prepared to make difficult calls when required."* – **Chambers & Partners, 2018**

## Cases

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### Sharma & others v Travelex UK Ltd [2022]

Laura represented the Rule 35 participants at a five day preliminary hearing to decide: Did the employment of any lead claimant (and therefore of the group which s/he is rule 36 claimant) transfer from the Respondent to the Rule 36 participants in accordance with the provisions of the TUPE 2006 and if so when.

### Judd v Cabinet Office [2021] – UKEAT/0206/20/AT

Laura successfully represented the Respondent at the Employment Appeal Tribunal where the issue was whether the Tribunal appropriately considered the arguments relating to the proportionality (in the discrimination arising and reasonable adjustment claims) of a decision by the Respondent to withdraw a job opportunity.

### A v Bank [2021]

Laura represented the Claimant at ET in relation to claims for whistleblowing, unfair dismissal and interim relief. Laura mediated on behalf of the Claimant and a high value settlement was achieved.

### A v OISC [2020]

Laura successfully represented the Respondent in the EAT. The Claimant claimed that the Tribunal had jurisdiction to hear his discrimination claims on the basis that the Respondent was a qualifications body. Laura successfully had the claim struck out at Tribunal and defended the judgment successfully at EAT. The EAT found that the ET did not have jurisdiction to hear the claims.

### W v E [2020]

Laura represented the Claimant at ET in relation to a factually and legally complicated claim arising from a TUPE transfer. The case required consideration of employment status and its effect on the Claimant's ability to pursue particular claims.

### S v HMRC [2020]

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## M v A [2020]

Laura successfully represented the Claimant in an automatically unfair dismissal and pregnancy discrimination claim where the employer had impermissibly taken into account pregnancy related sickness absence when selecting for redundancy.

## Various v MDP [2019/2023]

Laura regularly appears as Presenting Counsel at a MDP Disciplinary Hearings. The hearings are statutory regulatory hearings which have their own rules and procedures. The outcomes are subject to Judicial Review.