

# 12

King's Bench Walk

## Laura Robinson

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### AREAS OF EXPERTISE

Employment & Discrimination

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 specialises in discrimination, whistleblowing, unfair dismissal, TUPE and breach of contract. She is a member of the Attorney General's B Panel of Counsel.

### Employment & Discrimination

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Laura delves to the heart of complex cases easily and is described as personable and down to earth, with the ability to adapt her demeanour and advocacy style to suit different situations and opponents. Laura understands the tactics of litigation and is able to assist those instructing at an early stage with sensible and practical advice on avoiding litigation. She appears in Tribunals and Courts at all levels.

Laura has a passion for using her skills as a barrister to help others. She regularly participates in the ELAAS scheme and volunteers with the Bar Pro Bono Unit.

Laura has been recommended in Chambers and Partners for the last two years.

### 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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Attorney General's B Panel of Counsel

Employment Law Bar Association (ELBA)

Employment Lawyers Association (ELA)

Employment Lawyers Appeals Advice Scheme (ELAAS)

Bar Pro Bono Unit (BPBU)

Court of Appeal pilot scheme (COAS)

## 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.

**Strengths:** "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."

## Cases

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*R v House of Commons* [2017]

Laura successfully represented the Respondent. The Claimant claimed unfair dismissal, discrimination arising from disability, failure to make reasonable adjustments and race discrimination.

*B v NHS Trust* [2017]

Laura represented the Respondent at the EAT. Laura successfully argued that the appeal was an abuse of process. The Respondent was invited to make an application to have the Claimant's appeal declared as 'totally without merit'.

*L v NHS Trust* [2017]

Laura represented the Respondent throughout the proceedings. The Claimant was a nurse. She was subject to a disciplinary procedure and given a final written warning. She resigned and claimed constructive unfair dismissal, whistleblowing and discrimination. She was ordered to pay deposit orders in relation to some of her claims. The Respondent was successful in defending her remaining claims at full hearing. The Claimant appealed the Tribunal decision to the EAT. Laura successfully defended the appeal at the EAT.

*P v P* [2017]

Laura represented the Respondent. The Claimant was HR Director at the Respondent. She provided her services via a limited company and invoiced on a monthly basis. She was told that her services were no longer required. She claimed unfair dismissal and discrimination. The Respondent averred that she was a self-employed contractor (in business on her own account) and therefore did not have the employment status to bring any of the claims. A preliminary hearing was held to decide the Claimant's employment status. The Tribunal found that the Claimant was a self-employed contractor (in business on her own account) and the claims were dismissed in their entirety at the preliminary stage.

*W Ltd v S* [2017]

Laura advised an educational recruitment agency in relation to the enforceability of their covenants, made an application for an injunction and negotiated undertakings at the door of court.

*I v HSBC* [2017]

Laura represented the Claimant in the EAT in an appeal which related to the duty of a Tribunal to make reasonable adjustments for a disabled Tribunal user during a hearing.

*I v London Borough* [2016]

Laura represented the Respondent in the Tribunal, and subsequently in the EAT, in an unusual case where there had been an application for costs against the Claimant's legal representative.