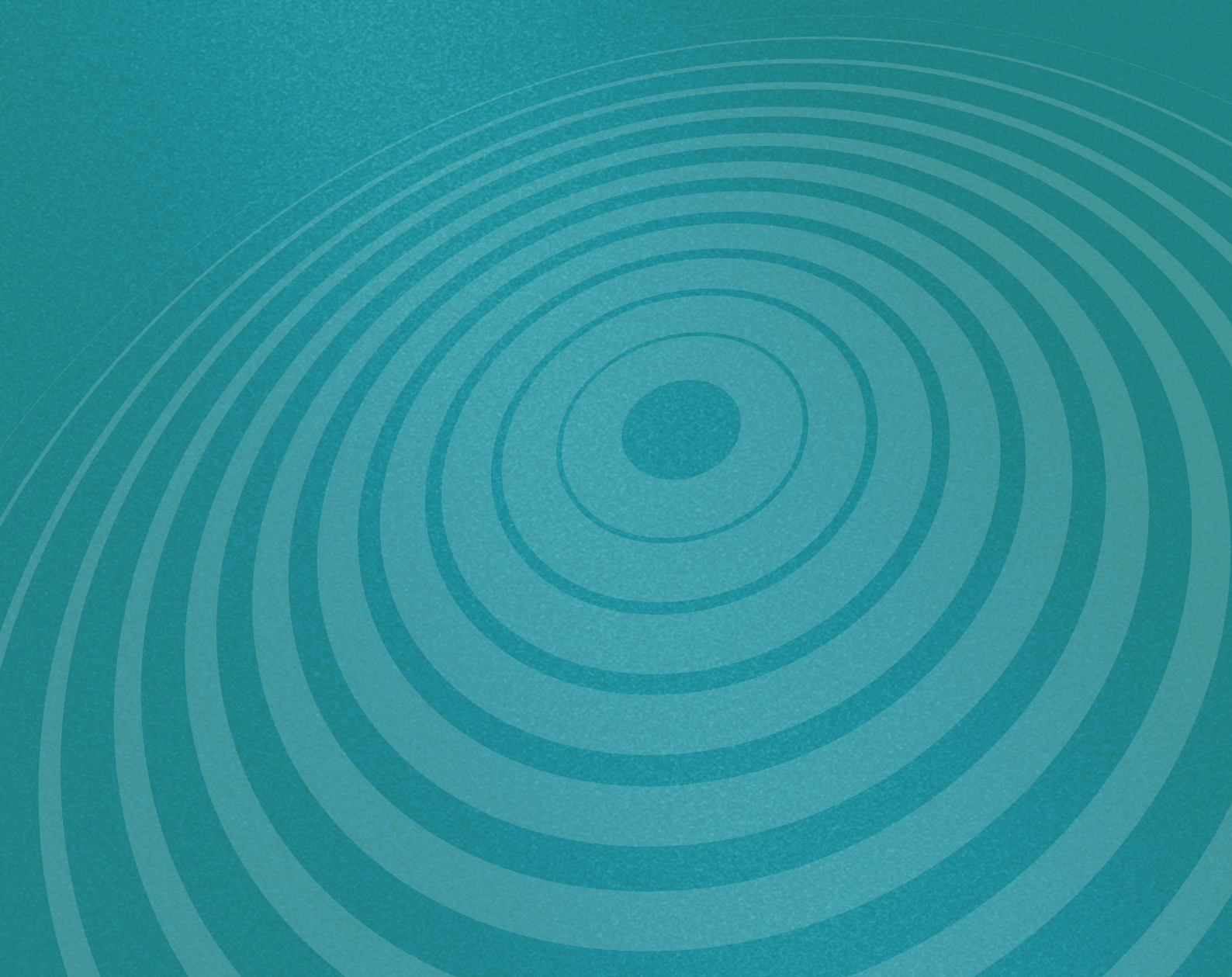


KINGSLEY NAPLEY

WHEN IT MATTERS MOST

Legal services for employers



“Kingsley Napley work with our business as a true partner”



Discrimination
Law Association

Industrial Law Society

Welcome

Kingsley Napley LLP's Employment & Partnership team is one of the largest and most experienced teams in the City.

Our clients include employers in the regulated financial and professional services sectors and in other sectors including engineering and technology, higher education and hospitality. We also act for start-ups, professional bodies and embassies.

Working in partnership with specialist lawyers across Kingsley Napley, including in our regulatory and professional discipline, criminal, corporate, commercial and finance, dispute resolution, public law (data protection), reputation and media and immigration teams, we are uniquely placed to offer clients all the assistance they need from one firm.

Our lawyers are known for their technical expertise and strategic skills as well as their commitment to the highest quality of work and client service. We are experienced in advising clients in relation to matters which are commercially sensitive and reputationally significant.

Our membership of the GGI Global Alliance enables us to facilitate our clients' access to legal and other professional advice from around the globe.



Head of Department

Corinne Aldridge

PARTNER | EMPLOYMENT

Our services

HR advisory, policies and procedures

We provide advice on all staff-related issues faced by employers; whether our clients require guidance on a particularly tricky matter, long-term ad-hoc HR support or simply need a second opinion on the following:

- recruitment, pre-employment checks and references;
- drafting contracts, staff handbooks and policies;
- GDPR and data protection issues;
- consultancy and secondments;
- disciplinary and grievance procedures;
- flexible working and family friendly workplace issues;
- sickness absence and performance management;
- confidentiality provisions; and
- global mobility issues, including the employment law implications.

Transactions, departures and restructurings

We advise on the employment aspects of all forms of business transactions with a focus on limiting the potential for litigation whilst remaining pragmatic and focused on our clients' key objectives. This can include support on:

- redundancy procedures (including large-scale/collective consultations);
- restrictive covenants and team moves;
- terminations and settlement agreements;
- wrongful and unfair dismissal;
- warranties, disclosures and indemnities on corporate transactions; and
- TUPE requirements and consultations.

Disputes and investigations

We are considered the "go to" firm for the most delicate and sensitive matters, particularly those involving allegations of workplace wrongdoing, including by senior members of staff. We advise on:

- discrimination, harassment and victimisation;
- disciplinary and grievance procedures;
- whistleblowing;
- sexual misconduct;
- conducting or advising on Investigations into allegations;
- litigation (Employment Tribunal, Employment Appeal Tribunal or High Court); and
- enforcement of restrictive covenants and dealing with team moves.

Partnerships, LLPs and regulated industries

We support professional and financial services firms (including legal and accountancy firms and fund managers), helping them navigate what are often sensitive and complicated issues with regards to:

- drafting and interpreting agreements;
- appointments and exits;
- restrictive covenants and team moves;
- whistleblowing or discrimination;
- hybrid arrangements (e.g. fixed share or junior equity partners); and
- SMCR issues, including disciplinary and enforcement action, and assisting individuals and employers.

Our experience

Advising a company in its defence of an Employment Tribunal claim by a former employee alleging unfair dismissal, whistleblowing and discrimination. The employee had been dismissed for poor performance following performance management.

Acting for a large professional services firm in the City faced with the potential exit of an equity partner. The circumstances included that the equity partner had made sex discrimination allegations against the firm.

Carrying out an independent investigation for an employer into a complaint of serious sexual misconduct made by one employee against another in circumstances where the alleged incidents took place abroad. We also provided advice on complex data protection and legal privilege issues, liaising with overseas lawyers when required.

Advising a large consultancy company on the application of TUPE in the context of it taking over the provision of certain services from another company. One focus included the negotiation of strong indemnity provisions in respect of potential employee claims of a substantial value.



What others have to say

"The lawyers have expertly guided me through complex employment law and provided me with prompt advice. It is clear that the employment lawyers work collegiately and collaboratively."

"The client service at Kingsley Napley made me feel that things were under control – the situation was always well managed. Emails and calls were answered promptly and politely and kept me appraised on progress."

"The level of care and attention, in addition to the all-important superb knowledge and technical skills, was invaluable."

"I've been very happy with the pragmatic and responsive approach they take to complex issues, which helps me to get on and execute the changes I need. They are always very clear and concise in their advice."

"Everyone involved was phenomenal, I felt continually assured by the capacity and capabilities of the entire firm."

Meet the team

Our department is uniquely placed because we can offer our clients holistic advice across a range of practice areas. It is paramount to us that our clients, who often have a wide range of high stakes issues requiring advice, receive all the assistance they need from one firm.

Please scan the QR code below to meet our full team of expert employment lawyers.





SCAN TO LEARN MORE



SPEAR'S 500

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