

26 June 2019

Invitation to Indirect Discrimination: A Junior Practitioner's Guide...and champagne & strawberries

John Platts-Mills
Marianne Tutin
Katya Hosking
Kate Balmer



Chaired by Samuel Nicholls



Why attend?

The seminar is aimed at junior solicitors of 0-5 years PQE who are seeking hints and tips for dealing with tricky indirect discrimination claims in a practical, no-nonsense, fashion.

A panel of experienced junior counsel will provide their insight into:

- **PCPs** – How to frame, re-frame and litigate PCPs
- **Disadvantage(s)** – The concept of 'disadvantage' and the pool for comparison
- **Justification** – The use of statistics, assumptions, and other tips and tactics for (dis)proving indirect discrimination
- **Evidence** – Legitimate aims, proportionate means and the interplay with reasonable adjustments



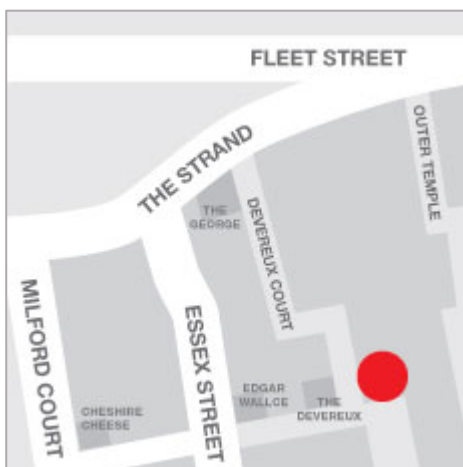
Following the seminar there will be an opportunity for junior solicitors to socialise with each other and junior counsel over canapés, champagne and strawberries.

Who should attend?

This seminar will be appropriate for junior employment solicitors of 0 - 5 years PQE who have had limited experience of indirect discrimination claims in practice.

Practicalities

The event is offered at no cost but spaces are limited.



Date Wednesday, 26th June 2019
5.30 pm Registration and refreshments
6.00 pm Start of the seminar
7.00 pm Further discussion over canapés, champagne & strawberries

Venue Devereux Chambers, Devereux Court,
London WC2R 3JH

RSVP Lorna Claridge, claridge@devchambers.co.uk

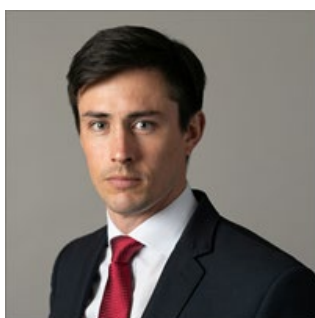




Your Speakers



Samuel Nicholls has extensive experience spanning the full spectrum of employment law, with particular expertise in sex discrimination / harassment, whistle-blowing, and insolvency issues (often involving TUPE points), acting for both claimants and respondents. He has a strong reputation in these areas, particularly in the context of the healthcare and financial services sectors. Samuel is called to the Bar in the Turks and Caicos Islands (TCI) (a British overseas territory) and, between September 2014 and January 2017, practised at *Misick & Stanbrook* as an employed Barrister. *"Sam is a leading expert in his field, and highly recommended for his expertise – a superb tactician, cuts straight to the crux of the case and has the ultimate advocacy skills. Indisputably one of the best barristers I have had the pleasure of working with..."* - recent client at a global financial institution.



John Platts-Mills is developing a broad practice in employment law. He advises and appears on behalf of claimants and respondents in preliminary, one-day and multi-day Employment Tribunal hearings, as well as contractual disputes in the civil courts. He has substantial experience of whistle-blowing, unfair dismissal, discrimination, employee status and limitation disputes. John is regularly instructed to draft pleadings and witness statements in employment matters.




Marianne Tutin has a strong and diverse practice in Employment and Discrimination Law. She has considerable experience representing clients in Employment Tribunals, the High Court and the Employment Appeal Tribunal, with particular expertise in unfair dismissal, discrimination, whistle-blowing, redundancy, holiday pay, equal pay and TUPE claims, as well as crossover issues with tax, such as employment status. She represents both claimants and respondents and has worked for a variety of organisations, including multinational companies, SMEs, local authorities and other public bodies. Marianne is forging a particular specialism in complex whistle-blowing and discrimination cases and has written extensively on these topics. She is a regular contributor to the Practical Law Employment Blog and Industrial Law Journal, and is a member of the ILS Executive Committee and Combar E&D Committee.



Katya Hosking has a busy employment practice and is regularly instructed in multi-day hearings for both claimants and respondents. She has particular experience in unfair dismissal, discrimination, harassment and victimisation, whistle-blowing and employee status claims. Having worked as a university equality officer before coming to the Bar, she retains an interest in discrimination and disability, and recently drafted pleadings in a complex reasonable adjustments claim against a university. Her publications include a co-authored book chapter "Discrimination Law, Equality Law and Implicit Bias" and a number of pieces in the Discrimination Law Association journal.



Kate Balmer has an extensive practice spanning the full spectrum of employment law, and has unrivalled expertise at her level on the crossover between employment and tax, including employment status. She is highly regarded for her strong advocacy and impressive client-handling skills. Kate represents high-profile employers and large banking institutions in all manner of employment disputes, frequently representing clients in the Employment Tribunal, High Court and Employment Appeal Tribunal. Kate has also appeared in the Court of Appeal without a leader, and the Supreme Court as sole junior. *"Responsive, conscientious and well prepared. She is good with clients, approachable and good on her feet."* - Chambers UK 2019.



"The clerking team are fantastic. They really get that it is a partnership and understand the client service level you have to deliver."

Chambers UK 2017

How can we assist you?

Devereux is widely regarded as one of the leading employment law sets in the country, and is described as "a go-to set for high-value litigation" by Legal 500. Our employment group includes four leading silks, respected senior juniors and up and coming junior juniors.

The breadth and depth in this area of law is a key asset and recognised by the leading directories Legal 500 and Chambers UK which rank Devereux as a leading employment set, recommending many of our members as leading silks and juniors, including in Band 1. Members have been nominated, and won, as 'Employment Silk of the Year' and 'Employment Junior of the Year' at the Chambers Bar Awards.

'Sources highlight the set's deep bench and portray its barristers as "technically brilliant and personable."' "A strong group of employment law practitioners who advise large multinational companies and governmental institutions on all aspects of employment law."

Employment, Chambers UK

Devereux handles all areas of employment related work, collective and individual, at all levels from the Employment Tribunal right through to the EAT, High Court, Court of Appeal and the Supreme Court. Exposure to a broad range of work means that our junior tenants gain extensive experience of all aspects of oral and written advocacy at an early stage.

Finding excellent barristers who truly form part of a legal team is challenging. We are known for combining legal excellence with a modern and collaborative approach and live by our ethos in that we see ourselves as an extension of

your firm's capabilities. We have strong working relationships with our clients. One of the advantages they repeatedly highlight is our ability to deal with complex legal issues while remaining approachable and offering clear and candid advice.

Our experience in complementary areas such as professional negligence, insurance, personal injury and tax provides a distinct advantage in disputes involving professional indemnity insurance, all forms of liability insurance, permanent health insurance (PHI), sickness and accident claims, claims under the Third Parties (Rights Against Insurers) Act and cases involving the Motor Insurance Bureau (MIB).

If you would like to discuss our employment expertise or how our team could be of assistance, please contact our practice managers on clerks@devchambers.co.uk or 020 7353 7534.