

Invitation to an evening seminar  
06 March 2018

Gross Misconduct: Everything you always wanted to know but  
were afraid to ask...and cocktails

Ishaani Shrivastava  
Jesse Crozier  
Kate Balmer  
Katya Hosking

Chaired by Thomas Cordrey



'Devereux is "a well-organised  
set with considerable breadth  
and depth" and "expertise at  
every level"'

– Employment, Legal 500 2017



## Why attend?

The seminar aims at providing practical tips and tactics for junior solicitors who have had limited experience of gross misconduct claims in practice.

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

- Gross misconduct: definitions, unfair vs. wrongful
- Multiple allegations of misconduct: dangers for decision-makers
- Dismissals for social media misconduct
- Sexual harassment: past and present



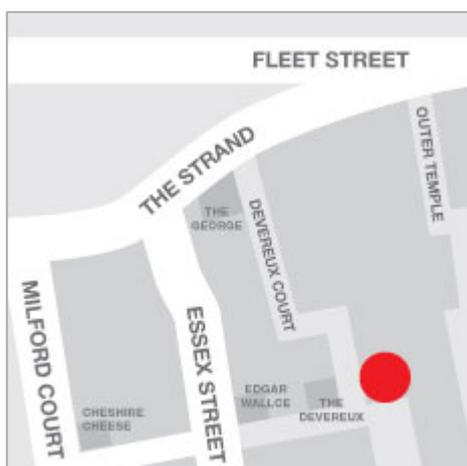
Following the seminar there will be an opportunity for junior solicitors to mingle with each other and junior counsel over cocktails and canapés.

## Who should attend?

The seminar will be appropriate for junior employment solicitors of 0 – 5 years PQE with limited experience of disability discrimination claims.

## Practicalities

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



Date 06 March 2018  
5.30 pm Registration and refreshments  
6.00 pm Start of the seminar  
7.00 pm Further discussion over cocktails and canapés  
Venue Devereux Chambers, Devereux Court,  
London WC2R 3JH

RSVP Lorna Claridge, [claridge@devchambers.co.uk](mailto:claridge@devchambers.co.uk)





## Your speakers



**Thomas Cordrey's** practice encompasses the full employment spectrum. He is experienced in complex tribunal litigation, discrimination claims, restrictive covenants and injunctive relief and acts for both claimants and respondents in high value, multi-sector claims. Thomas appeared in three cases in the Court of Appeal in 2017 and 10 appearances in the EAT in 2016-17. Thomas was appointed in 2017 as the youngest current member on the editorial board of Harvey on Industrial Relations and Employment Law. *"He does not browbeat witnesses but can secure confessions from them by tactical questioning, and he has a very good manner with the tribunal."* *"He is extremely well organised; he gives first-rate legal analysis and his structured application to cases enables him to assimilate very complex facts."* – Chambers UK 2017 *"He is pragmatic in his advice and highly organised."* - Legal 500 2017.



**Ishaani Shrivastava** has advised and acted in cases concerning age, sex, race and disability discrimination as well as wages, unfair dismissal and restrictive covenants. She has acted for defendants in The Construction Industry Vetting Information Group Litigation (the group litigation relating to alleged blacklisting of construction workers) and assisted in cases involving capability and redundancy dismissals. Ishaani provides comprehensive training through a series of seminars and case studies covering basic claims, unfair dismissal and discrimination. *"I found Ishaani to be well-prepared, very knowledgeable and an excellent speaker. Her delivery of the employment training sessions was pitched at the right level and included useful case studies and examples"* - Rebecca Perlman, Associate, Herbert Smith Freehills (2016)



**Jesse Crozier** has a broad employment practice, acting for both claimants and respondents. He is regularly instructed in the Employment Tribunals and County Courts, as well as appearing in the High Court, Employment Appeal Tribunal, the Court of Appeal and the Supreme Court. His workload covers the full range of employment rights, whistleblowing and discrimination, restrictive covenants and confidentiality issues, collective rights and industrial action, contractual claims and TUPE. His employment work often overlaps with his commercial practice, and he is often instructed in claims arising from agency/consultancy contracts and employment-related aspects of professional liability and insurance law. His client base includes multinational and FTSE 100 companies, police forces and NHS trusts, SMEs, charities and trade unions, and senior executives. Solicitors praise his "*superb*" advocacy, and his cross-examination has been complimented by judges as "*a model of its kind.*"



**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. "*She is endlessly knowledgeable, always on top of the documents and a barrister who engages well with solicitors and clients.*" - Chambers UK 2018



**Katya Hosking** is rapidly developing her employment practice and has experience in unfair dismissal, discrimination, harassment and victimisation, whistleblowing and employee status. Having worked as a university equality officer before coming to the Bar, she retains a particular 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.



"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" - Legal 500 2016. Our employment group includes 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' as well as 'Employment Junior of the Year' at the Chambers Bar Awards.

'Chambers has strength at all levels of call, with sources noting that they are "a very good set of juniors and seniors, who are bright and intelligent."

- Employment, Chambers UK 2017

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](mailto:clerks@devchambers.co.uk) or 020 7353 7534.