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BIOGRAPHY

Jemma is an Associate in the Employment & Labor group where she advises clients across various sectors on contentious and non-contentious employment law matters.

Jemma's work involves:

- Defending complex Employment Tribunal cases, including discrimination and whistleblowing claims
- Advising on corporate transactions
- Supporting employers in handling day-to-day employment law issues, including ill-health, grievances and flexible working requests

- Assisting employers in successfully managing the workplace post-pandemic, including advice on hybrid working and performance management
- Drafting and negotiating a variety of employment law agreements, such as service agreements, settlement agreements and policies

THE GROWTH OF CLASS ACTIONS: WHAT'S NEXT?

We explore the rapidly changing legal landscape

ADMISSIONS

- England and Wales, 2022

EDUCATION

University of Bristol, 2016

University of Law, 2019

RELATED CAPABILITIES

- Employment & Labor
- Investigations
- Litigation & Dispute Resolution
- Regulation, Compliance & Advisory
- Employment Class & Collective Actions
- Cross-border Employment Issues

RELATED INSIGHTS

Insights

Feb 27, 2025

Unlawful deductions backstop, religious belief dismissals, plus a news round-up

Our employment law update for February sees new cases on the two-year backstop on compensation in unlawful deductions cases and a Court of Appeal decision on religious belief discrimination relating to social media posts. We also have a general news round-up including new ONS data on hybrid working, a new expert panel to report on neurodivergency inclusion in the workplace, and the introduction of the LGB Alliance Business Forum.

Insights

Oct 24, 2024

Employment Rights Bill, whistleblowing, and sex-based discrimination

This week we summarise three very recent developments in employment law, one involving the Employment Rights Bill (ERB) and two new cases.

Insights

Oct 17, 2024

The Employment Rights Bill 2024 - Points of Interest

This week we cover certain selected areas of the Employment Rights Bill, published on 10 October 2024. It is Labour's flagship employment legislation.

Insights

Aug 01, 2024

Neurodiversity in the workplace

This week, we explore and offer practical guidance on neurodiversity, a workplace issue that, much like the menopause, has developed substantially over the past few years and is now a part of Labour's employment law reform initiatives.

Insights

Jun 26, 2024

Labour's Proposed Employment Law Reforms: Our Second Weekly Pre-election Guide

Following last week's pre-election guide on qualifying periods and statutory time-limits, we focus this week on Labour's plan to simplify the law on employment status.

Insights

May 30, 2024

UK HR Two-Minute Monthly: May 2024

Our May update includes a case on whistleblowing where the claimant's belief in the disclosures was questioned along with whether decision makers who knew little or nothing about the disclosures could be blamed for those who did – and a disability dismissal case where the bad behaviour/conduct of an individual, caused by a disability, may have contributed towards the dismissal. We also feature a news roundup on responses to the "Sexism in the City Report" and the Labour Party's plans for reforming employment law if they are elected on 4 July.

Insights

Apr 29, 2024

UK HR Two-Minute Monthly: April 2024

Our April update includes a case on AI facial recognition software that allegedly discriminated against black people, a case where an individual carrying out a dismissal did not have enough knowledge of protected disclosures for the employer to be liable for a whistleblowing dismissal, and a case on the issue of acts of discrimination continuing over an extended period. We also feature a news roundup on generative AI in the workplace, awareness (or lack of it) of the new flexible working rules and proposed new legislation limiting the scope of NDAs with regard to criminal matters.

Insights

Mar 27, 2024

UK HR Two-Minute Monthly: March 2024

Our March update includes a case on whether a theatre and agency could dismiss an actor playing a lesbian role because of her devout Christian beliefs, and a case looking at whether an employee who spends virtually all her working time on a yacht outside the UK has the right to bring employment claims under UK law. We also feature a news round-up looking at the Treasury Committee's report on "Sexism in the City", focusing on employment practices in financial services, the plans for a four day week in summer by the creation of "4ugust", and the government's views and written guidance on "Kinship Care".

Insights

Feb 28, 2024

UK HR Two Minute Monthly: February 2024

Our February update includes a case on the issue of whether job applicants can bring whistleblowing claims, and a case on who pays what compensation to a successful claimant. We also feature a news round-up looking at what employment law might look like under a Labour government, and new EHRC Guidance relating to menopause in the workplace.

