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BIOGRAPHY

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

Ellie's work includes defending Employment Tribunal cases, including discrimination, unfair dismissal and whistleblowing claims; advising and supporting clients to manage day-to-day employment law issues, such as managing dismissals and flexible working requests; drafting employment law agreements, including settlement agreements and secondment agreements, and reviewing client's standard policies and procedures.

PROFESSIONAL AFFILIATIONS

ADMISSIONS

- England and Wales

RELATED PRACTICE AREAS

- Employment & Labor
- Investigations
- Litigation & Dispute Resolution
- Regulation, Compliance & Advisory
- Class Actions & Mass Torts
- Cross-border Employment Issues
- Intellectual Property and Technology Disputes

RELATED INSIGHTS

Insights

Apr 28, 2025

Definition of ‘woman’ in the Equality Act, guidance on conduct dismissals, and a news roundup

Our employment law update for April covers the Supreme Court decision the correct definition of “sex” and “woman” in the Equality Act and a Court of Appeal decision providing guidelines on gross misconduct dismissals. We also have a general news round-up, including mandatory ethnicity and disability pay gap reporting, increases of compensation limits at the employment tribunal and new ACAS guidelines on statutory neonatal leave and pay.

Insights

Jan 30, 2025

No ACAS early conciliation but the claim continues, and a general employment news round-up

The return of our monthly format for employment law updates sees new cases on whether a failure to carry out ACAS Early Conciliation is fatal to claims progressing, whether a claimant after proceedings are ongoing can add new claims not included in the ET1, and the correct approach for assessing injury to feelings when applying the “Vento” guidelines. We also have a general news round-up including the new regulations for Neonatal care coming into force from 6 April 2025, proposals from the Women’s Equality Committee on paid leave for early pregnancy terminations before 24 weeks (including miscarriage), and the latest from the FCA and PRA on “Sexism in the City”.

Insights

Nov 21, 2024

Consultation in non-collective redundancy situations

This week we look at a case that covers the issue of what constitutes proper lawful consultation in smaller scale redundancies (fewer than 20). In particular, the case looks at whether there is a need for group consultation, and what the rules are on timing.

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 10, 2024

Sexual Harassment – The Preventative Duty

After a slightly extended summer break, we return with a summary of the new sexual harassment rules due to come into force in just over two weeks.

Insights

Aug 08, 2024

Unlawful deductions claims and tricky time limits

This week we consider a new EAT decision that emphasises the difficulties of making assumptions about tribunal time limits, particularly the date from when time starts to run. Please note that the Two Minute Weekly will be taking a one month holiday, returning on Thursday 12 September and we wish all our readers a happy summer and bank holiday.

Insights

Jul 25, 2024

Balancing protected characteristics – religious belief v sexual orientation

This week we focus on a new case looking at the difficulties between balancing protections of religious belief with the rights and protections of LGBTIQ+ individuals.

Insights

Jan 19, 2023

UK HR Two-Minute Monthly: January 2023

Our January update includes new cases on “without prejudice” conversations on termination of employment, the difficulties of applying 100% “Polkey” reductions in unfair dismissal awards, and issues of employers introducing evidence to counter claims by employees for very long periods of loss of earnings – we also have a news roundup including CIPD recommendations for Diversity and Inclusion, April 2023 increases to statutory maternity, paternity, adoption, parental bereavement and sick pay, companies signing up to a four-day week and last but not least, whether the term “HR” is out of date.