



PAUL SANDS

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Biography

Paul is an experienced employment lawyer with over 16 years' post-qualification experience, advising businesses across a wide range of sectors on the full spectrum of employment law issues. Paul also has significant experience representing clients in complex Employment Tribunal and Employment Appeal Tribunal proceedings.

Paul advises clients on the full range of day-to-day and strategic employment issues, including collective redundancy, discrimination, equal pay, whistleblowing, unfair dismissal, grievance and disciplinary matters, senior exits and settlement agreements. He also supports clients on the employment aspects of M&A and real estate transactions, including due diligence, negotiating warranties and indemnities, and advising on TUPE compliance.

Paul is also an experienced advocate, having represented employers in numerous complex and lengthy tribunal hearings, including an 11-day hearing for an international technology client involving race discrimination, victimisation, unfair dismissal and breach of contract/unlawful deductions claims relating to commission and holiday pay, and multiple hearings for a global logistics business involving disability discrimination, whistleblowing, failure to make reasonable adjustments and constructive dismissal claims.

Paul regularly speaks at seminars and writes on developments in UK employment law.

Civic Involvement & Honors

- Employment Lawyers Association

Admissions

- England and Wales

Education

- The University of Sheffield, Legal Practice Course, 2004

Related Capabilities

- Employment & Labor