



## REBECCA HARDING-HILL

Partner

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## BIOGRAPHY

- 20+ years' experience working in the UK and Thailand, experience in all aspects of employment law.
- Particular experience in high value litigation including injunctions, discrimination and whistle-blowing claims, and represents clients in the Employment Tribunal and High Court.
- Advises clients on restructuring and managing business change. She is also experienced in issues concerning ill-health of employees and group income protection benefit.
- Clients include companies in the financial services, energy and manufacturing sectors.
- Ranked in band 1 for Chambers and leading individual in Legal 500.

- Winner of the "International Law Office (ILO) UK Client Choice Award for Employment.
- Member of the Employment Law Association and Employment Committee of the City of London Law Society.



## THE GROWTH OF CLASS ACTIONS: WHAT'S NEXT?

We explore the rapidly changing legal landscape

## ADMISSIONS

- England and Wales

## RELATED PRACTICE AREAS

- Employment & Labor
- Corporate
- Finance
- Investigations
- Litigation & Dispute Resolution
- Regulation, Compliance & Advisory
- Special Investigations
- Plan Design & Implementation
- Plan Administration & Fiduciary Issues
- Welfare Plans
- Interdisciplinary Privacy/HIPAA Practice
- Practice Before Government Agencies
- ERISA & Employee Benefits Litigation
- International Pensions & Benefits Practice
- Executive & Deferred Compensation
- Pensions
- Share Plans & Incentives
- Oil, Gas and LNG
- Payment Systems
- Cross-border Employment Issues
- Employment Class & Collective Actions
- Employee Benefits & Executive Compensation

## EXPERIENCE

- **Transport regulatory body** - Advised a transport regulatory body on industry wide health and safety standards for transport operators. This involved a new area of legal challenge.
- **International investment bank** - Advised a major international investment bank on numerous claims by senior manager, including sex discrimination. The case was particularly sensitive due to the nature of the allegations, which included potentially criminal conduct.

- **PLC Company** - Advised on a board restructure, including terminations, new appointments, and pensions and employment related claims arising.
- **FTSE 100 company** - Advised an international FTSE 100 company on a global restructuring exercise, involving 40+ countries and all levels of employee, including senior management.

## RELATED INSIGHTS

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.

News

Feb 20, 2024

### **Chambers Global 2024**

Insights

Jan 31, 2024

### **UK HR Two Minute Monthly: January 2024**

Our January update includes a new Court of Session case giving (a degree of) certainty on settlement agreements prohibiting future unknown claims and a new case on constructive dismissal focusing on the rules around delaying a resignation and affirming the employment contract. We also feature a news round-up relating to an updated EHRC Code of Practice and Guidance to accompany the new law on sexual harassment due to come into force in October, the new ACAS Code of Practice on Flexible Working (including day one requests) and changes to the Paternity/Adoption leave rules.

Insights

Dec 20, 2023

### **UK HR Two Minute Monthly: December 2023**

Our December update includes a Scottish Court of Session case which holds that “women” as defined in the Equality Act 2010 includes transgender individuals with a gender recognition certificate, a case asking whether new whistleblowing claims can be brought when they were allegedly dismissed by the tribunal as well as being settled under a COT3 Agreement, and an important case on the importance of timing in redundancy consultations. We also feature a news update on new legislation coming into force in April 2024, and new draft guidance from the ICO aimed at recruitment/recruiters.

Insights

Nov 30, 2023

## **UK HR Two Minute Monthly: November 2023**

Our November update includes a Supreme Court decision on employment status and the right to join a trade union, whether a bonus clawback clause can be an unlawful restraint of trade, and how to deal with a “heat of the moment” resignation. We also feature a news update covering new UK legislation on working time and TUPE, the reform of Fit Notes, and new proposals relating to employers and the menopause.

Insights

Oct 31, 2023

## **UK HR Two Minute Monthly: October 2023**

Our October update includes a significant Supreme Court decision on how to treat historic underpayments of holiday pay, a preliminary tribunal hearing on whether a belief in race equality that opposed critical race theory was a protected philosophical belief, and another tribunal decision on when a refusal of alternative employment is unreasonable when the dismissal is unfair. We also feature a news update on the ICO’s latest guidance on employee monitoring, reports on historically high levels of sickness absence, and a draft ACAS code of practice on requests for predictable working patterns.

News

Oct 19, 2023

## **Chambers UK Ranks BCLP in 41 practice areas and recognizes 74 lawyers**

Insights

Oct 04, 2023

## **New development in relation to underpayment of holiday pay**