



## 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
- Energy Transition
- Payment Systems
- Financial Institutions
- 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

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.

Awards

Oct 17, 2024

### **Chambers 2025 UK guide ranks BCLP in 34 practice areas and recognises 74 individual lawyers**

News

Oct 02, 2024

### **The Legal 500 UK ranks BCLP in 52 practice areas and recognizes 69 lawyers as “leading individuals”**

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.

News

Jun 20, 2024

### **33 BCLP lawyers recognized in Best Lawyers in the UK ranking 2025**

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.