



KATHERINE POPE

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BIOGRAPHY

Katherine advises businesses on all aspects of employment law and HR issues including disciplinary and grievance disputes, whistleblowing complaints, reorganisations, performance issues and dealing with employees suffering from ill health. She has a particular focus on the financial services sector, and her work often involves a regulatory angle, including in the context of investigations.

Katherine regularly negotiates and documents complex employee exit arrangements and has conducted a broad range of proceedings in the Employment Tribunal. She has a keen interest in discrimination law and collective redundancy consultation.

Katherine frequently negotiates and drafts consultancy and service agreements and has particular experience in relation to questions of employment status and the application of the off-payroll

working rules (IR35).

Katherine has spent time on secondment working in-house at Royal Mail and at a large financial institution, where she advised on a wide breadth of HR issues (including complex grievance and disciplinary matters) and assisted in handling collective redundancy situations.

PROFESSIONAL AFFILIATIONS

The Law Society

Employment Lawyers Association

EMERGING THEMES 2025

Creating Connections

2025 marks the 15th edition of Emerging Themes in Financial Regulation & Disputes. This year, our overarching theme is Creating Connections, examining three main pillars: **Technology**, **Transparency**, and **Trust**.

ADMISSIONS

- England and Wales

RELATED PRACTICE AREAS

- Employment & Labor
- Insurance
- Investigations
- Litigation & Dispute Resolution
- Regulation, Compliance & Advisory
- Special Investigations
- ESG Governance, Compliance & Reporting
- Financial Institutions
- Employment Class & Collective Actions
- Cross-border Employment Issues

RELATED INSIGHTS

Insights

Mar 31, 2025

Sexual harassment - The preventative duty and risk assessments

Rather than our usual Two Minute Monthly employment law round-up, we are posting for March 2025 a blog by Partner Katherine Pope on the nature and purpose of risk assessments in complying with the sexual harassment preventative duty.

Insights

Jan 30, 2025

Regulatory focus on non-financial misconduct

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

Insights

Jul 18, 2024

EHRC draft technical guidance – clear messaging on sexual harassment

Welcome to the new Two Minute Weekly. Following requests from readers, we are changing the format of our employment law newsletter. It will now be weekly and will feature as it did before news items and new cases. This week we cover the Equality and Human Rights Commission's (EHRC) new draft technical guidance on sexual harassment, published last week.

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".