

3PB Barrister Profile



Charlotte Hadfield

Call 1999

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Academic Qualifications

LLB (Hons), LLM, London School of Economics

Employment

Charlotte accepts instructions from Claimants and Respondents across the full spectrum of employment law. She is frequently instructed on behalf of both Respondents and Claimants in complex discrimination/detriment cases, and has extensive experience of cases including involving direct/indirect discrimination and/or victimisation and harassment on the grounds of race, disability, sex and pregnancy; whistleblowing, equal pay, and detriment to part-time workers. She is unfazed by cases involving substantial documentation, complicated issues, lengthy final hearings, and/or difficult opponents.

Whilst Charlotte is developing something of a specialism in discrimination cases, she also has extensive experience of and frequently acts in cases involving unfair dismissal; constructive dismissal; breach of contract; TUPE; Working Time disputes; redundancy, and unlawful deductions.

Charlotte has also represented clients before professional regulatory bodies such as the NMC.

On the non-contentious side, Charlotte is available to advise on the drafting and interpretation of contracts of employment, disciplinary and grievance procedures, and compromise agreements.

Recent cases of interest include a multiple-Claimant TUPE case involving three construction companies; a complex race/sex discrimination claim involving a housing charity; a sex discrimination claim against a large multinational; a complex race discrimination claim involving a London university; a disability discrimination claim involving a catering company; a whistleblowing claim involving a live music venue; a TUPE claim involving two firms of solicitors, and a constructive dismissal claim involving a private members' club.

Professional Qualifications and Appointments

- Accredited Mediation Advocate