



COLLYER BRISTOW

EMPLOYMENT LAW

SERVICES & EXPERTISE

2024

ABOUT COLLYER BRISTOW

Collyer Bristow LLP is a long-established central London law firm with 35 partners and 55 other lawyers.

We provide high quality, individually tailored legal advice, often with a cross-border aspect, to a portfolio of international and domestic companies of all sizes. We also act for entrepreneurs, individuals and family offices. Our main practice areas are Corporate and Commercial Services, Dispute Resolution, Private Wealth, and Real Estate.

Our clients tend to choose Collyer Bristow because they appreciate individuality, creativity and collaboration, and value a more engaged and personalised service. They recognise that we are ambitious for our clients and take whatever time is needed to get to know their business properly, to develop trust, and to understand the commercial objectives behind every transaction, situation or dispute. This resourceful thinking and deeper knowledge allows us to operate more strategically, to increase levels of connectivity, to act decisively and at speed, and to achieve better outcomes.

We view client relationships very much as partnerships. We listen constantly and carefully to our clients, care passionately about delivering excellence, and will always go the extra mile to find smarter and more efficient ways of delivering what our clients want and need. We have a "can do" attitude, whatever task we are set.



The firm and many of our individuals are ranked in the latest edition of the Chambers & Partners legal directory.



The firm and many of our individuals are ranked in the latest edition of the Legal 500 legal directory.



We have been awarded Bronze in the 'Law Firm of the Year' category at the 2023 Citywealth Magic Circle Awards.

OUR PEOPLE

Our people are Collyer Bristow's key strength. We do everything we can to support and promote them - to help our talent flourish and thrive in a fun place to work.

Our people are resourceful, innovative, agile, and have leading-edge skills. They are also commercial and very practical. They just get on with the job – but they take pride in what they do and are always looking for ways to improve client service, to adapt and adopt, and to rise to new challenges.

At all times we do our best to ensure that our people are happy, engaged, inspired, constantly improving and always well supported.

DIVERSITY, EQUALITY & INCLUSION

Diversity, Equality and Inclusion have long been embedded in our values, and in our recruitment and personal development policies.

'Higher' is Collyer Bristow's professional network elevating women and championing equality in the workplace. Spear-headed by two of our female partners, and driven by a diverse internal committee, Higher promotes diversity in the workforce and helps our staff, clients and contacts to progress and excel in their careers through the provision of training, coaching, mentoring, and networking. We are also a key member of 'Venus', a networking group for women facilitated by ourselves, Investec and Kingston Smith. Our clients' HR and Legal teams are welcome to attend any Higher or Venus group event.

COLLYER BRISTOW EMPLOYMENT SERVICES

Our pragmatic and personable Employment team works closely with many types of client, from large companies to SMEs, owner-managed businesses, start-ups and individuals - and we do so across a wide range of sectors, including energy, aviation, and aviation services.

We go out of our way to get to know your business, working practices, culture, and commercial objectives. This enables us to provide tailored, pragmatic and strategic advice. Our advice is delivered on time and is easy to follow. However complex the matter, we help clients to think and plan strategically.

We have a deep understanding of employee relations and help clients to plan and manage change. Where grievances, disciplinary matters or disputes arise, or a severance situation develops, we find solutions that are best for your culture and your business, working closely with you but taking responsibility for and ownership of our decisions at every stage.

Where litigation cannot be avoided, we guide you through the Court or Tribunal process cost effectively and robustly, with a steadfast commitment to protecting your interests and delivering the best possible result for your reputation and your business.

Our Employment team covers all aspects of employment law, including:

- Recruitment
- TUPE and business transfers
- Restructuring
- Employee communications
- Change management
- ESG and diversity initiatives
- Governance issues
- Disciplinary and grievance proceedings
- NED contracts
- LTIPs and bonus schemes
- Dismissals
- Settlement agreements
- Employment contracts
- Confidentiality agreements
- Policies and staff handbooks
- Redundancy
- Employee relations
- Trade union recognition
- Discrimination
- Gig economy and other "modern work" issues
- Industrial action
- Employee forums/staff councils
- Business immigration
- Employment Tribunal proceedings
- High Court proceedings

"UNLIKE OTHER LAW FIRMS WE PREVIOUSLY USED, COLLYER BRISTOW HAS SHOWN NIMBLENESS AND OUT OF THE BOX THINKING WE HAD NOT PREVIOUSLY EXPERIENCED, NOR APPRECIATED. THE FIRM'S COMMITMENT ... HAS PRO-ACTIVELY BEEN ON THE FRONT FOOT, AND THEIR COUNSEL CLEAR WITH CONSCIENCE"

Client feedback

A person wearing a black helmet with 'AGU' on the back and a dark jacket with reflective stripes is riding a motorcycle away from the camera on a city street. The motorcycle has a yellow license plate that reads 'LD18 MXV'. The background is a blurred city street with trees and buildings.

**"LEGAL ADVICE THAT IS FAST,
METICULOUS, AND TAILORED TO
YOUR BUSINESS"**

ADDISON LEE

RECENT CASES AND TRANSACTIONS HANDLED BY EMPLOYMENT TEAM MEMBERS

The following is a representative sample of the work undertaken by members of the Employment team.

- Applied for a **High Court injunction** against two former senior employees who had misappropriated our client's commercial data/software and attempted to set up a competing business. Our quick and decisive action removed the threat to the business and enabled a claim for substantial damages.
- Worked closely with a well-known international company during the **major restructuring** of its operations. This included bringing external staff in-house (via TUPE) and the reorganisation of its entire sales function.
- Advising a green-tech energy company on the **hive down and restructuring** of its business and the flotation of its subsidiary on AIM.
- Successfully defended a company in a **class action brought by 40 employees** claiming excessive holiday pay.
- Advised the management team of a substantial media company on the employment aspects arising from the **sale of the group** to another well-known marketing agency, involving a management buy-out.
- Advised a leading real estate agency, with multiple branches across London and the South East, on a **corporate restructuring of management incentives**, including new contracts for all directors and senior executives, a new incentive scheme and structuring a new share offering.
- Defended a leading London medical facility in a claim for **constructive unfair dismissal and whistleblowing** brought in the Employment Tribunal.
- Advised on the **restructuring** of a large corporate client's telephone call centre. This included collective consultation redundancy and changing the terms and conditions of all remaining staff (pay structure, incentives and shift patterns).
- Advised a leading international consumer goods brand, listed on the New York Stock Exchange, on the employment elements of **restructuring** its global distribution strategy in order to take distribution of its products in-house.
- Defending our transport sector client in a class action brought by 160 former employees across four **Employment Tribunals** for alleged failure to follow a fair collective redundancy exercise during the pandemic.
- Redrafted a bank's **staff handbook** to bring policies into line with SMR, Remuneration Code, and other regulatory changes.

WHY CHOOSE THE COLLYER BRISTOW EMPLOYMENT TEAM?

We believe that we reflect and share your values, we can provide the sort of strong and close relationship you seek with a law firm, and we can provide the levels of legal expertise and professional service that you need.

We will always be listening to you and looking for smarter ways to work with you, to improve connectivity and understanding, to provide you with solutions and new ideas, and to create and maintain a first class experience for everyone.

FRIENDLY AND INFORMAL

We recognise that to work closely with your in-house teams we must build and maintain strong relationships. We do not take client relationships for granted; nor do we become complacent. We recruit for personality as well as intellect and blend the two to produce high calibre expertise and excellent service. We work hard to ensure our clients know our lawyers well and feel comfortable approaching them whenever they want to or need to.

Collyer Bristow is a fun and rewarding place to work. We want clients to feel the same way about working with our Employment team.

INVESTMENT IN CLIENTS

We ensure that our clients receive the best possible value - from resourcing work at appropriate levels, to providing a full range of complimentary, value-added services tailored to your business needs, and going the extra mile to truly understand your business. We are ambitious for our clients and as well as providing a first-class service we invest a lot of time and effort in them without charge. We do everything we can to get to know them in depth, to get closer to them, to develop a true partnership with them, and to help them grow.

GENUINE SECTOR CREDENTIALS

We have considerable experience working with clients in a wide-variety of sectors and markets. Whilst Employment law is sector agnostic, our detailed understanding of the landscape in which you operate allows us to provide advice in context, and ensure that commercial and employee relations sensitivities (which are best understood by an advisor who truly understands your market) are considered.

SENIOR LAWYERS WITH STRONG MANAGEMENT EXPERIENCE

We believe that our lawyers should understand the commercial context of their advice and should be comfortable advising and interacting with all levels of a client's business. Both Andrew and Tania have extensive experience acting at Board level (Andrew served on the Executive Board of Taylor Wessing and Tania is a member of the Collyer Bristow Management Board). Both have served as Department Heads and non-executive directors. They bring a strong understanding of leadership and strategy and of the complex issues faced at a senior management level.

WHY CHOOSE THE COLLYER BRISTOW EMPLOYMENT TEAM? (CONT)

NOT AN EMPLOYMENT LAW 'BOUTIQUE'

Employment law 'boutiques' (firms offering only Employment services) have increased in number in recent years. It is an efficient business model for lawyers. However, we do not believe legal services provided in isolation in this way is the best model for serving clients' interests.

At Collyer Bristow all members of our Employment Team work not in isolation but closely with colleagues in our Corporate, Commercial, Real Estate, Disputes, and Private Wealth practices. They keep pace with business and legal developments in those areas and are always thinking of the 'bigger picture'. This way of working and learning ensures that we develop a deeper understanding of our clients' businesses and provide more commercial, more holistic, and more practical employment and HR advice. It also makes us better business advisors – especially when coupled with our management experience and sector expertise.

WE ACT FOR BOTH INDIVIDUALS AND BUSINESSES

Many of our rival business-focussed firms act only for employers. We think this is a mistake. It delivers an inferior client service.

At Collyer Bristow we act (and have always acted) for employees as well as for employers.

This means we get to see situations from both perspectives – from “both sides of the fence”. It enables us to better anticipate the tactics and better understand the thought processes of the other parties involved – whatever the situation may be.

Our ability to consider people issues from all sides and every angle makes us better employment lawyers. It also allows us to provide more inciteful and well-rounded HR advice, and to help our clients resolve complex people issues faster and more effectively.

MAGIC AND SILVER CIRCLE ADVICE AT A FRACTION OF THE COST

Collyer Bristow attracts high quality talent from top universities and (at both partner and associate level) from large international law firms.

Our firm is well known for its strong and varied client base, its positive and supportive culture, its diversity, the intellectual calibre of its people, its readiness to be progressive and to provide staff with responsibility at an early stage, and its focus on flexibility and work/life balance – in short, a powerful combination that the brightest lawyers from universities and the larger corporate firms find very attractive.

Our clients benefit greatly from this. They receive top quality legal and HR advice from bright, highly trained and reputable lawyers who either have worked at or could easily secure jobs at the



"LEGAL CORRESPONDENCE THAT
IS ELEGANT, COST EFFECTIVE
AND COHERENT ... WE ARE VERY
IMPRESSED BY THE FIRM'S
OFFERING"

CLIENT FEEDBACK

OTHER SERVICES OF INTEREST

As a full-service firm Collyer Bristow can provide a wide range of services to our commercial clients. We have provided below a selection of other teams the Employment team works with and who provide services we believe might be of interest to you.

BANKING & FINANCIAL DISPUTES

Our Banking and financial disputes team works with entities interacting with banks and other large financial institutions, as well as foreign banks, in disputes over financial benchmarks, investments, structured finance, derivatives, loans, guarantees and other forms of security.

Our clients include UK and offshore companies, financial institutions, hedge funds, finance industry professionals and high net worth investors. Distinctively, we are a “conflict of interest free” team which means we can take on claims against major financial institutions.

CORPORATE

Our Corporate team has significant experience on both sides of funding transactions, advising early stage businesses on obtaining investment, and advising Private Equity houses, hedge funds and Venture Capitalists on the acquisition, management and disposal of their investment portfolios. Working with some of the best-known investment houses, we have excellent insight into what the key participants on both sides want and how best to deliver it for mutual benefit.

COMMERCIAL

Our Commercial team advises on the full range of commercial matters a business faces. Many of our team have worked in-house at some stage. Whatever contract you need, it is likely we will have advised on something similar many times before. This experience saves time and cost. It also means we can advise you on things to consider (commercial, strategic and legal) on your proposed commercial arrangements.

We are committed to crafting agreements which ensure your interests are protected and ultimately give your business a competitive advantage.

“COLLYER BRISTOW PROVIDES THE PERSONAL TOUCH, WE ALWAYS FEEL LIKE WE ARE THE MOST IMPORTANT CLIENT”

Client feedback

COMMERCIAL DISPUTES

Our Commercial disputes team advises organisations across a wide variety of industries on the full range of commercial disputes, and is renowned as a market-leading practice. Maximising the ability to achieve the desired commercial aims in the most cost-effective manner is core to our approach.

We pride ourselves on being a team of creative strategists with the expertise to undertake extremely high value and complex claims, which often involve an international element, in a proactive and cost effective manner. Settlement is always the preferred option and we pride ourselves on frequently achieving this to the benefit of the client, rather than contested trials.

Based on our track record, we are frequently instructed to take over significant pieces of litigation from rival firms, often mere months before trials.

Crucially we have strong relationships with litigation funders, an important new facet of the litigation landscape. This puts us in the unique position where, once we have helped clients find the right funding, we can move forward in tandem with the funders to achieve the best possible outcome for your business.

OTHER SERVICES OF INTEREST (CONT)

COMMERCIAL REAL ESTATE

The Commercial Real Estate team acts for real estate owners, investors, landlords and tenants, developers and funders, dealing with all types of transactions from multi-million pound portfolio acquisitions to individual sales, commercial lettings, and ongoing management. We also provide international services, acting for foreign investors and offshore trusts in the acquisition, development and management of properties.

CONSTRUCTION

Our experienced construction lawyers deal with all aspects of contentious and non-contentious construction law, with expertise in both domestic and international construction projects. On the non-contentious side, we advise on building contracts, professional appointments, funding transactions and the construction aspects of development projects and property.

CORPORATE RECOVERY, RESTRUCTURING & INSOLVENCY

Our Corporate recovery, restructuring & insolvency team works with investors, insolvency funders, private equity houses and turnaround professionals, insolvency practitioners and businesses and individuals across a range of different industries.

"COLLYER BRISTOW APPROACHES [ADVISING] IN A PROFESSIONAL, PRACTICAL AND FAIR MANNER; RARE IN A WORLD THAT SOMETIMES FORGETS THE HUMAN SIDE OF A BUSINESS RELATIONSHIP"

Client feedback 2020

DATA PROTECTION

Our Data Protection team supports businesses across a wide range of industries in ensuring compliance with data protection legislation, including the GDPR and Data Protection Act 2018.

We offer a range of services, including undertaking an assessment of your business to evaluate your current policies and procedures and identify any failures in compliance. We help clients create and implement a pragmatic compliance programme, tailored specifically to your business and aligned with your commercial objectives.

If a data breach does occur, or if you receive data subject access requests, our DSAR and breach response support will assist you to deal with the incident swiftly and efficiently, ensuring the least possible disruption to your business and your clients. We can also provide training for staff and/or management to ensure that data protection issues and potential issues can be recognised and dealt with before they become major challenges to your business.

REAL ESTATE FINANCE

Our Real Estate Finance practice supports banks, administrators of distressed properties, developers, housing associations, property funds and investors. We work with organisations based across the UK and abroad, in relation to developments situated nationwide.

The team acts for borrowers and lenders in secured lending transactions, drafting and negotiating facility agreements and security packages to facilitate a range of high-value investment and development transactions. Our extensive private client and mixed use/residential developer network allows us to fully support investors and developers on fundraising. Our strong Banking and Financial Disputes practice also has the capability and insight to provide robust and forward thinking funding solutions.

Key contact



TANIA GOODMAN

Partner - Head of Employment

+44 7943 827603

tania.goodman@collyerbristow.com

Tania Goodman joined the team as a partner in 2007. Her clients range from large companies to SMEs and owner managed operations. She also acts for individuals from all walks of life including financial services, media, technology, real estate and professional services.



Scan above or click [HERE](#) to view biographies and contact details of the full team.

For more information please visit

COLLYERBRISTOW.COM

COLLYERBRISTOW.COM  **@COLLYER_BRISTOW**  **COLLYER-BRISTOW-LLP**

Disclaimer: The information and opinions contained in this document are for general interest and information purposes only and are not intended to constitute specific legal, commercial or other professional advice. It should not be relied on or treated as a substitute for specific advice relevant to particular circumstances. While we seek to ensure that the contents are not misleading or outdated, you should obtain specific legal advice before making or refraining from making any business or personal decisions. Collyer Bristow LLP is a limited liability partnership registered in England under number OC318532, registered office St Martin's Court, 10 Paternoster Row, London, EC4M 7EJ and is authorised and regulated by the Solicitors Regulation Authority. Any reference to a partner means a member of the LLP or an employee with equivalent standing and qualifications. A list of the members is available for inspection at the above address. This firm maintains professional indemnity insurance in accordance with the rules of the Solicitors Regulation Authority. © 2024 Collyer Bristow LLP.