



Caroline Stone

Call 2005
Email caroline.stone@3pb.co.uk

Qualifications

MA (Hons), Downing College, Cambridge Bar Vocational Course, BPP Law School (9th in year of 300)

Scholarships

Queen Mother's Scholar (Major BVC Scholarship, Middle Temple)
Chrystal Macmillan Prize (Middle Temple) in recognition of BVC results

Caroline is regularly instructed to advise on and appear in Employment Tribunal proceedings. Her cases range from preliminary hearings to substantive week-long trials, representing the full spectrum of the labour market ? from cleaners to ?hedge fund? employers/employees.

Caroline has experience of:

- unfair dismissal ? including constructive unfair dismissal, gross misconduct and the reasonableness of selection criteria for redundancy;
- TUPE;
- unlawful deduction of wages (including bonus schemes);
- breach of contract claims;
- public interest disclosures relating to health and safety;
- all forms of discrimination claims, including indirect discrimination; and
- Equal Pay Act claims.

Recent cases of particular interest include advising as to whether a civil service injury benefit scheme (Ministry of Defence) was indirectly discriminatory on the grounds of age and whether termination of employment to prevent an employee accessing their pension amounted to age discrimination.

Caroline represents both Claimants and Respondents, providing valuable insight into the complexities of the workplace environment and the underlying sociological factors which drive and shape employment litigation. Caroline is alert to the commercial realities which often call for the pragmatic resolution of a case.

She is a qualified Free Representation Unit representative.

Professional Bodies

Administrative Law Bar Association
Human Rights Lawyers' Association
Proceeds of Crime Lawyers Association