

Fintan Molloy

Year of Call: 2021

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Employment and discrimination

Fintan Molloy accepts instructions in all areas of employment and discrimination law and represents clients in both the Employment Tribunal and the civil courts.

Alongside his advocacy, Fintan regularly undertakes advisory and drafting work for both claimants and respondents. Although based in Manchester, Fintan welcomes instructions nationally. He has a strong following with both solicitors and local authorities.

His specialist client care is a feature of his busy practice, and is informed by his experience of representing both corporate respondents and individual claimants. Fintan understands that solicitors and lay clients need a barrister that is responsive, can provide a realistic assessment of a case, and can translate complex legal issues into actionable advice. By managing client expectations effectively, he has built an enviable list of trusted clients.

Recent examples of his work include:

- Successfully negotiating a settlement of claims for a respondent school facing allegations of gender reassignment discrimination, disability discrimination (including failure to make reasonable adjustments), whistleblowing detriment and automatic unfair dismissal.
- Drafting further and better particulars for claims of harassment, direct discrimination, detriment, and automatic unfair dismissal.
- Advising on the employment status of a prospective claimant.
- Representing a claimant at judicial mediation in claims of whistleblowing detriment and constructive dismissal, negotiating a favourable settlement.
- Securing a 50% reduction in compensation for a respondent despite a Tribunal finding of unfair dismissal.
- Drafting lists of issues and agendas for preliminary hearings in the Employment Tribunal.
- Assisting with the preparation of witness statements for final hearings.
- Advising a disabled respondent on settlement following a finding of unfair dismissal in proceedings brought by their former carer.
- Successfully defending a claim for unlawful deductions and breach of contract.
- Preparing advice on a prospective claim concerning issues of disability discrimination, whistleblowing detriment, and unfair dismissal.

Recommendations

"Mr Molloy was excellent. He was very helpful and made sure we understood each stage of the hearing, which we greatly appreciated." **Respondent client**

Academic qualifications

- LLM Bar Vocational Studies, Very Competent, City, University of London
- MA Law, Merit, University of Law, Manchester
- BA (Hons) English Literature and History of Art, 2:1, University of York

Scholarships

- Droop Scholarship, Honourable Society of Lincoln's Inn
- The York Award Gold, University of York
- Summer School Sponsorship, Seoul National University

Professional bodies

- Employment Lawyers Association
- Employment Law Bar Association
- Industrial Law Society
- Advocate and their Pro Bono Recognition List