



Charlotte Hadfield

Year of Call: 1999

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Employment and discrimination

Charlotte is instructed by Claimants and Respondents across the full spectrum of employment law. She has a particular interest in employment cases in the education, health and care contexts. She regularly advises on the following claims:

- Unfair dismissal
- Redundancy
- Breach of contract/unlawful deductions
- Working Time Regulations
- TUPE
- Discrimination
- Whistleblowing
- Equal Pay
- Breach of Restrictive Covenants

She is frequently instructed on behalf of both Respondents and Claimants in complex discrimination/detriment cases, and has extensive experience of cases involving direct/indirect discrimination and/or victimisation and harassment; whistleblowing, equal pay, and detriment to part-time workers. Charlotte has a particular interest in TUPE cases.

Charlotte has also represented clients charged with disciplinary offences before professional regulators. She has particular insight into the operation of disciplinary panels thanks to her experience as a Legal Assessor for the Nursing and Midwifery Council.

The crossover between Charlotte's education practice and her employment practice, means that she is ideally placed to act in employment claims by teachers. She has extensive experience of acting on behalf of local authorities, schools and teachers in employment claims.

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.

Reported cases:

- *Harris v Academies Enterprise Trust* [2015] IRLR 208 EAT (whether employment tribunals are bound by Mitchell case management principles)
- *Morgan Motor Co Ltd v Morgan* (2015) UKEAT/0128/15 (factors to be taken into account when considering an application for relief from sanction)

- Crystal Palace FC Ltd and Anor v Kavanagh & Ors [2014] IRLR 139 CA (whether an administrator can dismiss for an ETO reason)

Articles

Charlotte Hadfield analyses the case of Omar v Epping Forest District Citizens Advice (EA-2021-000595-JOJ), in which the EAT considers how to construe words spoken "in the heat of the moment" that are said to be words of dismissal or resignation.

The EAT also conducts an extensive and very useful review of the relevant case law.

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Is a philosophical belief in Stoicism a protected belief under section 10 of the Equality Act? Yes it is, says London South Employment Tribunal.

Charlotte Hadfield analyses Mr S Jackson v Lidl Great Britain Ltd, Case Number 2302259/2019/V.

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Recommendations

Charlotte Hadfield is head of the education team and well known for her handling of SEN cases. She often acts for her clients in SEND tribunals at the First-tier and Upper levels, and is also regularly instructed to appear in judicial reviews. Her varied client list includes schools and academies, local authorities, parents and children.

Strengths: *"Charlotte is extremely intelligent and strong at understanding the key issues and drafting on procedural issues."*

"Charlotte understands the requirements of the client and has been successful in strike-out applications."

"There is very little Charlotte doesn't know and can't turn her mind to. She's excellent on details and makes sure that the tribunal can see a case holistically rather than just as a series of individual decisions."

"She is a very calming influence for witnesses, incredibly knowledgeable about the process, the advice is comprehensive and pragmatic, and she always wants the best for clients."

Chambers UK 2024/Education/London Bar

Strengths: *"Charlotte achieves excellent results whilst maintaining a reassuring presence for clients."*

"Charlotte has a remarkable ability to speedily get to the heart of the issue with confidence."

"The support Charlotte provides is invaluable. Her responsiveness in time-pressured situations is vital."

Chambers UK 2023/Education/London Bar

Strengths: *"Always very good, very reliable and really quick to understand the issues." "She is hugely experienced and a safe pair of hands for the most complex SEND appeals."*

Recent work: Acted for the claimant in D v Hampshire County Council, a judicial review of the council's decision not to make alternative provision for D's education after a consultant psychiatrist had signed D off as unfit to attend school due to his anxiety.

Chambers UK 2022/Education/London Bar

Strengths: *"She really fights her client's corner and delivers very comprehensive legal arguments." "She has a very broad knowledge base - there isn't an area of education law that she isn't an expert on."*

Chambers UK 2021/Education/London Bar

Strengths: *"She's able to grasp a case very quickly and is extremely good in conversation with clients." "She is an exceptional barrister in the area of SEN law. Her expertise means that she is able to secure positive outcomes for young people and their*

families which change their lives for the better. She is also an excellent advocate."

Recent work: Instructed in R (ota DJ and BW) v The Welsh Ministers, Career Wales and Cardiff City Council, an application for a judicial review of the Ministers' refusal to carry out an assessment of DJ's education needs.

Chambers UK 2020/Education/London Bar

Charlotte Hadfield is noted for her expertise acting in claims concerning student and parent matters, including disability discrimination claims and SEND Tribunal appeals.

'Charlotte is extremely knowledgeable, clam under pressure, and a sophisticated advocate. Her expertise in special educational needs matters is unrivalled, and she is greatly respected by peers and the judiciary alike.'

Legal 500 2024/Education/Leading Individual/London Bar

Team head Charlotte Hadfield appeared in a case clarifying the statutory expectation for a local authority regarding an EHCP. In another matter

'Charlotte is extremely bright, and can handle the most complex cases with ease.'

Legal 500 2023/Education/Leading Individual/London Bar

"Charlotte is approachable and extremely helpful in both a practical and advisory capacity, using her wealth of knowledge and experience to provide thorough and clear advice."

Legal 500 2022/Education/Leading Individual/London Bar

'Her vast knowledge of education law is invaluable. She is excellent in tribunal appeals, thinking quickly on her feet and her advices are really detailed.'

Legal 500 2021/Education/Leading Individual

'A go-to barrister in the area of education law.'

Legal 500 2020/Education/Leading Individual

'A well respected counsel.'

Legal 500 2018/19/Education/Leading Individual

'A diplomatic advocate with great interpersonal skills.'

Legal 500 2017/Education/Leading Individual

Academic qualifications

- LLB (Hons)
- LLM, London School of Economics

Professional qualifications & appointments

- Accredited Mediation Advocate

Direct Access

Charlotte Hadfield is qualified to accept instructions directly from members of the public and professional clients under the Direct Public Access scheme.