



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)

Publications

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.

[View Publication](#)

Recommendations

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: "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 & Partners UK Bar 2021/Education London Bar - Band 3

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 & Partners UK Bar 2020/Education - Band 4

'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/Leading Individual - Education

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

Legal 500 2020/Leading Individual - Education

'A well respected counsel.'

Legal 500 2018/19/Leading Individual - Education

'A diplomatic advocate with great interpersonal skills.'

Legal 500 2017/Leading Individual - Education

Academic qualifications

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

Professional qualifications & appointments

- Accredited Mediation Advocate