

Natasha Otero

Year of Call: 2021
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Overview

Natasha joined 3PB's Manchester office and its Education and Employment teams as a probationary tenant in August 2026, following successful completion of a specialist employment and education pupillage at a well-known regional set.

Natasha accepts instructions across the broad range of education and employment law. With the increasing overlap between employment, education and discrimination law, and drawing on her previous career as a teacher, Natasha offers particular experience in SEND matters and cases involving disability discrimination and Equality Act issues — especially where matters involve disability, safeguarding and public authority obligations.

Before joining the Bar, Natasha held senior educational leadership positions in UK schools, including Head of English (Joint), Head of MFL, Head of Teaching and Learning, and Specialist Leader of Education.

Natasha has long provided pro bono legal advice through a range of charities and organisations, including Advocate and was listed on their Pro Bono Recognition List for 2026.

Recommendations

"Natasha has a wonderful work ethic and is a committed employment lawyer. She has been a pleasure to work with in her first six." **Pupil Supervisor**

"Thank you for providing such a full submission for the court...You are a super star!"
- **LA – SEND Specialist Practice** (Final Hearing – EHCP Placement Appeal with written submissions)

"I just wanted to [...] say thank you for your representation today. Mostly, I just wanted to say how grateful and impressed we have been with your work, preparation and representation on all cases we have worked together on so far.
We will of course share the final Order with you, in case there are any errors in law we may wish to challenge."
- **LA – SEND Specialist Practice** (Final Hearing – EHCP Placement Appeal with multiple witnesses)

"Not sure if the team have already forwarded this one to you but – well done! A really well-balanced decision and a great read, and I really think the right outcome for this child.
Thank you so much for your brilliant representation and for standing our ground on the EOTIS issue."
- **LA – SEND Specialist Practice** (Final Hearing – EHCP Placement Appeal with multiple witnesses and extended appeal)

"Please find attached the decision of the tribunal. A really good result, our team are so pleased.
Thank you again for your work on this one and look forward to instructing you again."
- **LA – SEND Specialist Practice** (Final Hearing – EHCP Placement Appeal with multiple witnesses)

"Thank you very much for your note below and your attendance today. It's great that we managed to get in front of a judge,

get some case management and see the whistleblowing claim withdrawn.
Definitely a much-needed step forward, so thank you for all your efforts! I look forward to working with you again in the future."
- **Law firm – Employment Law PH** (preliminary hearing – successfully obtained deposit order leading to withdrawal of whistleblowing claim)

"Thank you very much for such a detailed note and for your hard work on this case. I am really pleased to hear that hearing went well and that the evidence provided [...] was felt to be comprehensive and compelling!
I will absolutely let you know when we receive the decision and look forward to instructing you again."
- LA – SEND Specialist Practice (Final Hearing – EHCP Placement Appeal with multiple witnesses)

"I have been asked by my client (both the Caseworker and Tribunal Manager) to extend their thanks for you for your hard work in this case, and for the outcome attached. They are very impressed and, having read the decision, I echo this - it is much appreciated!"
- **LA – SEND Specialist Practice** (Final Hearing – EHCP Placement Appeal and extended appeal)

"Just a quick note to say thanks for suggesting Natasha for the preliminary hearing. Natasha was really helpful to me and our client was also pleased to have her support."
- **Organisation – Employment Law PH** (preliminary hearing)

"I have been asked to pass on our thanks to you for a wonderful job. This is a comment from our Senior Solicitor - It seems to me that Natasha did a brilliant job - which is great to read bearing in mind she is still training!"
- **LA – SEND Specialist Practice** (Final Hearing – EHCP Placement Appeal with multiple witnesses and extended appeal)

"I would just like to mention, it has been a pleasure working with Natasha on the Preliminary Hearing today. My client has also asked me to pass on his compliments; he is very pleased with how the hearing was handled. I will definitely be in touch should we need to reinstruct for any further hearings."
- **Law firm – Employment Law PH** (preliminary hearing)

Academic qualifications

- BPTC, BPP London, Very Competent
- GDL, BPP London, Commendation
- PGCE, The University of Manchester, Outstanding
- Master of Modern Languages, The University of Manchester, 2:1 and distinction in MA dissertation

Scholarships

- Inner Temple Exhibition Award (BPTC)
- Inner Temple Hughes Parry Award
- Inner Temple Exhibition Award (GDL)
- Cohen Excellence Award Scholarship
- BPP Career Guarantee Award (2016 and 2020)
- British Council International School Award – awarded for developing and implementing an international curriculum
- University of Manchester, School of Languages, Linguistics and Cultures Scholarship

Professional bodies

- Education Law Association
- Employment Lawyers Association
- Advocate

Expertise

Employment and discrimination

Natasha Otero is an employment and discrimination barrister whose practice, both during and since pupillage, has involved:

- Employment Tribunal advocacy, including preliminary and final hearings
- Disability discrimination and Equality Act matters
- Drafting pleadings, written submissions and advisory work
- Cases involving vulnerable clients and sensitive factual backgrounds

Alongside excellent and expert advocacy experience, Natasha has developed strong written advocacy skills and experience of managing complex factual and legal material. Her considerable experience in employment claims involves drafting:

- Particulars of Claim
- Grounds of Resistance
- Skeleton arguments
- Written submissions, including for both final hearings and preliminary hearings;
- Disability impact statements
- Advisory opinions

Education

During pupillage, Natasha developed a busy SEND practice, regularly appearing in the First-tier Tribunal (Special Educational Needs and Disability), including in extended appeals. She gained experience of complex cases involving a wide range of special educational needs and disabilities, often requiring consideration of extensive expert evidence. Prior to pupillage, Natasha spent nearly two years working in the education team at Coram Children's Legal Centre. She also acted as a pro bono tribunal representative through IPSEA and volunteered with SOS!SEN.

A former teacher and head of department/senior leader, Natasha Otero's strong prior experience within education provides her with an excellent empathy and understanding of the operational realities facing schools, local authorities and education professionals. Natasha held positions as Head of English (joint), Head of MFL, Head of Teaching and Learning and Specialist Leader of Education. This education sector background, Natasha finds is of real practical value and advantage to both solicitors and lay clients alike.

Her busy caseload of education cases are focused primarily on a substantial SEND Tribunal advocacy practice and a busy education advisory work, although her workload covers all aspects of education law.

Natasha also sees the increasing overlap between employment, education and discrimination law, particularly in matters involving disability, safeguarding and public authority obligations and her busy practice has developed as a result of both her legal expertise and her previous professional experience within education.