



Anya Palmer



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Profile

Anya practises almost exclusively in employment law. She has extensive experience in the employment tribunal, county court, High Court, Employment Appeal Tribunal and the Court of Appeal.

Anya acts for both employers and claimants and practises in all areas of employment law. She also takes on employment related matters such as professional misconduct hearings and negligent reference claims.

Recent / current cases include:

- *Gibson and others v. Sheffield City Council* [2010] IRLR 277
- *Alstom Transport v. Tilson* UKEAT 0358/09, 11 November 2009 (agency workers / EJ finding sham contract / EJ finding implied contract of employment / EJ findings overturned)
- numerous cases involving agency workers, usually acting for the end user (including *Cable & Wireless*, *Visteon UK Ltd*, Alstom Transport)
- defending a well known insurance company from discrimination claims, and obtaining an order for costs in full
- acting for various NHS trusts in a number of cases including London Ambulance Service v. Small
- defending the Metropolitan Police in a high profile race claim (allegations of apartheid practices)
- defending a leading law firm in claims for race discrimination
- regular work for a government department defending claims for unfair dismissal, discrimination, trade union detriment and flexible working applications
- acting for union funded claimants in a number of large multiple claims for equal pay
- acting for a shop manager in claims for harassment on grounds of sexual orientation and constructive dismissal
- resisting an application for an order preventing a nurse from practising
- acting for and advising individuals and employers on redundancy matters
- numerous pre-hearing reviews involving jurisdictional matters and/or no reasonable prospect of success.

Before coming to the bar Anya worked for Stonewall where she was involved in a number of high profile test cases seeking to establish equal rights for lesbians and gay men.