



Helen Gower



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Profile

Helen is recommended in *Chambers and Partners UK* for the South West. Her "very calm" demeanour has endeared her to clients. She recently acted for the Audit Commission in an equal pay case in the Court of Appeal.

Helen is also recommended in the *Legal 500* for employment work in the South West. She is regularly instructed in complex discrimination, equal pay and whistleblowing claims. Her practice also includes unfair and wrongful dismissal, TUPE, maternity and paternity rights, victimisation on the ground of trade union activities, failure to consult on collective redundancies and TUPE, working time, deductions from wages and employment related contractual disputes.

In equal pay cases Helen undertakes drafting, advisory and advocacy work including multi-party claims. She has been currently instructed in several claims involving local authorities and other government organisations such as the Audit Commission. Ongoing cases include points relating to the material factor defence.

Helen also has experience in County Court and High Court employment related disputes. She successfully defended a union in a claim for negligent advice relating to the termination of employment.

Helen undertakes pro bono work under the EAT ELAAS scheme.

In 2010 Helen was appointed as a Legal Assessor for the HCPC. She advises on procedural and legal issues and she drafts the Panel decisions.

Helen is regularly instructed in proceedings before other regulatory bodies, including the NMC.

Appointments

- Legal Assessor HCPC
- Accredited mediator
- Member of ILS, ELA, ELBA, ARDL

Recent and current work

- *Haq v. Audit Commission* [2013] EWCA Civ 1621; [2013] IRLR 203. Equal Pay, material factor defence and justification;
- *Ippoma v. BFAWU* [2013] UKEAT/0007/13/RN. Inadequacy of Tribunal reasons in unfair dismissal case;
- *Vernon v. LBHF* [2012] EqLR 527. Race discrimination failure to promote and victimisation claim relating to communications to ACAS;



- *Yilmaz v. LBTH* (ET, 2013. 8 day hearing. Claim for unfair dismissal – some other substantial reason, race discrimination and harassment, disability discrimination and harassment;
- *John v. LB Newham* (ET 2013). Claim for unfair dismissal, race discrimination, harassment on grounds of race and sex, and breach of contract.