



Louise Chudleigh



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Profile

Louise is a highly experienced legal practitioner, having been called to the bar in 1987 and having been a fee paid Employment Tribunal Judge since 2001. *Chambers & Partners* 2014 directory describes Louise as a:

"Senior junior with over 20 years' worth of practice in (the employment) field. She has earned an impressive reputation for her work in the discrimination sphere" and states that "She is very familiar with the law, has an excellent style and is very practical."

Louise is recognised in the legal directories as being a leading practitioner in employment law. Observations in the directories also include:

"skilled cross-examiner and is popular with clients."

"known for her excellent people skills and her clear and erudite judgment"

"gets to the root of a case ignoring those matters peripheral to winning or losing"

"composed and measured, she never flusters and is extremely client-friendly".

"user friendly approach, firm but fair advocacy style and good tactical awareness".

"strong on equal pay work".

"Part time judge Louise Chudleigh's practice focuses on complex discrimination and equal pay, with her cases having included *Barker v. Birmingham City Council*".

"Louise Chudleigh regularly acts on behalf of local authorities, NHS Trusts, police services and financial institutions and is known for her "meticulous preparation" - *Who's Who Legal - UK Bar 2015*.

Louise is regarded as a leading employment lawyer. She has huge experience of complex employment claims including in relation to discrimination involving all protected characteristics, equal pay and whistle-blowing.

She enjoys, and is skilled at preparing and presenting lengthy, fact rich, document heavy first instance employment cases. As well as practicing in the employment tribunals, Louise appears in the common law courts including in relation to claims for injunctive relief, equal pay and breach of contract matters. She also has an appellate practice and appears in the EAT and the CA, She has been to the Supreme Court recently on two separate occasions.



Louise's expertise includes [healthcare](#) work and she has a particular interest in cases involving doctors, [public sector](#) litigation and advisory work, [education](#), claims by serving or former police officers and [sport](#).

She is a certified and practicing mediator. She also has extensive experience of acting as a representative for parties in mediations and more recently is becoming known as an extremely effective mediator. Louise's full mediation profile is available in a CV format which you can download from under her main CV at the top of this page.

Louise has held the office of fee paid Employment Judge since 2001 and chairs Employment Tribunal proceedings 6 weeks a year.

Louise is trained in and accepts public access work.

Member of the Bermuda Bar since 1989.

Memberships

Employment Law Bar Association - former committee member; Industrial Law Society; Employment Lawyers Association.

Recent and current work

- *Lichters v Commissioner of Police of the Metropolis*
- *Serco v Dahou*
- *Sefton Borough Council v Wainwright* [2015] I.C.R. 652: Claimant's post deleted while on maternity leave—Claimant interviewed but failed to obtain suitable new post—When obligation to offer suitable vacancy arising—Whether maternity discrimination under Equality Act 2010 s 18
- *Serco Ltd v Dahou* [2015] I.R.L.R. 30: trade union activities case about the burden of proof in detriment and automatic unfair dismissal claims. Court of appeal hearing pending.
- *Thomson v Imperial College Healthcare NHS Trust*, Employment Appeal Tribunal, 30 January 2015: Disability discrimination and unfair dismissal case regarding reasonable adjustments, Polkey and range of reasonable responses.
- *Fynes v. St George's Hospital NHS Trust* [2014] EWHC 756 (QB) , [2014] All ER (D) 210 (Mar): HC decision concerning classification of disciplinary allegations as between conduct and health.
- *Bashford v. NFU* [2014]: ET case concerning victimisation and unfair dismissal. Acted for Claimant and succeeded in both claims.
- *Dr Chhabra v. West London Mental Health NHS Trust* [2014] IRLR 22: SC decision about injunctive relief in relation to disciplinary proceedings.
- *West London Mental Health Trust v. Chhabra* [2013] IRLR 398: CA case about injunctive relief so as to restrain proposed disciplinary proceedings. SC decision awaited.
- *Dahou v. Serco Ltd* [2013]: complex ET claim in which the ET was successfully persuaded to find that the dismissal of a trade union representative was for union related reasons.
- *Birmingham City Council v. Abdulla & others*, SC [2013] IRLR 38: SC decision about the right to bring equal pay claims in the common law courts.
- *Thompson v. Imperial College Healthcare NHS Trust* [2013]: ET case about whether there had been a failure to make reasonable adjustments in relation to a doctor who was dismissed from gross misconduct.
- *Peat v. Birmingham City Council* [2012] All ER (D) 178 : EAT decision successfully defending a large award of costs by an ET.
- *Beddoes and others v. Birmingham City Council* [2011] 3 CMLR 1151: EAT case about various issues related to equal pay claims
- *Sefton Metropolitan Borough Council & Sefton New Directions v. Hincks and others* [2011] ICR 1357
- *Ashby and ors v. Birmingham City Council* [2011] EWHC 424: HC equal pay claim.
- *BCC v. Akhtar* [2012] EWCA Civ 585, [2012] All ER (D) 28 : CA case concerning dispute resolution procedures