



LAURA PRINCE

MAIN AREAS OF PRACTICE:
Commercial and Corporate Law
Discrimination and Equality
Employment
Human Rights
Tax Law

Called to the Bar 2003

CONTACT:
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+44 (0)20 7404 3447
Alison Scanes, Senior Practice
Manager
alisonscanes@matrixlaw.co.uk

Laura is an employment law specialist, regularly appearing in the employment tribunals, the Employment Appeal Tribunal and the Court of Appeal.

Laura acts for both claimants and respondents in cases involving unfair and wrongful dismissal, unlawful deductions from wages, redundancy and all forms of discrimination.

Laura is one of the Attorney General's Junior Counsel to the Crown (A Panel). Laura is a Deputy Chair of the Central Arbitration Committee.

Laura has extensive experience of multiple equal pay litigation - regularly appearing opposite Queen's Counsel - and has acted for over 1000 claimants in one case.

Laura also has extensive experience of TUPE transfer claims. Laura has appeared in the Supreme Court and Court of European Union on a complex TUPE transfer matter. Laura has experience of restraint of trade clauses in both the High Court and County Court.

Using her expertise in dealing with complex employment law litigation and related wage and financial issues, Laura has a developing practice in tax law work related to indirect tax and VAT, with additional expertise in its intersection with public law.

Laura is ranked in Chambers & Partners and the Legal 500. In the Legal 500 2019 Laura is described as having "excellent technical knowledge" and in Chambers and Partners 2019 it is said that Laura is "recognised for her proficiency in complex TUPE matters" and that clients "value her commercial acumen".

Laura is often invited by organisations to lecture on employment law topics and has written a number of published articles. Academically she has a first class law degree from University College London and obtained prizes for academic achievement including the Herbert Smith Prize for Exceptional Merit (for achieving the highest mark in the UCL Public Law Exam).

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DIRECTORIES' RECOMMENDATIONS

HERE'S WHAT THEY SAY:

"Very detailed, conscientious and measured."

(Chambers & Partners, 2019)

"She has an incredible ability to absorb extensive documentation and complex facts quickly and accurately" (Legal 500, 2019)

"Quick to grasp issues, clear and concise in her thinking and not afraid to take on new and complex areas of law"

(Chambers & Partners, 2018)

"She has excellent technical knowledge and is always well prepared."

(Legal 500, 2018)

"An intelligent and dedicated lawyer"

(Legal 500, 2017)

"She is recognised for her

EXPERIENCE

Court of Justice of the European Union

Parkwood Leisure Ltd v Alemo-Herron & Ors in the Court of Justice of the European Union [2013] ICR 1116, Supreme Court ([2011] ICR 920), Court of Appeal ([2010] ICR 793) and EAT ([2009] ICR 703). Led by Thomas Linden QC, the issue in this case is whether a collective agreement reached after a TUPE transfer can bind the transferee.

Supreme Court

Hounga v Allen & Anor in the Supreme Court [2014] ICR 847, Court of Appeal ([2012] IRLR 685), and EAT ([2011] All ER (D) 250 Apr) concerning unfair dismissal, race discrimination and illegal employment contracts. Laura appeared for the Respondent at the Court of Appeal and Employment Appeal Tribunal. Laura was led by Thomas Linden Q.C. in the Supreme Court.

Alemo-Herron (see above).

Court of Appeal

Okedina v Chikale [2019] EWCA 1393. Whether a Claimant who was working illegally (due to her immigration status) was barred from bringing contractual claims because of the doctrine of statutory illegality. The Respondent has applied for permission to appeal to the Supreme Court.

Adecco UK Ltd v Revenue and Customs [2019] 1 All ER 615. Important high value appeal concerning whether an employment bureau made a VAT supply of temporary staff to the end user (Laura was led by Eleni Mitrophanous in this case).

Burke v College of Law and Anor [2012] ELR 195. Laura was led by Helen Mountfield QC in the Court of Appeal in this disability discrimination case which involved consideration of whether the ability to work under time limited conditions amounted to a competence standard.

Gallop v Newport City Council in the Court of Appeal [2014] IRLR 211 and EAT [2013] IRLR 23. Disability discrimination case concerning the meaning of the concept of "knowledge" in discrimination claims. The Court of Appeal held that it was not open to an employer to blindly rely upon advice given to them by their occupational health team. Laura represented the Appellant in the EAT and was led by Karon Monaghan Q.C. at the Court of Appeal.

Burke v College of Law & Anor in the Court of Appeal ([2012] EqLR 279) and EAT ([2011] EqLR 454). Laura was led by Helen Mountfield QC in the Court of Appeal in this disability discrimination case which involved consideration of whether the ability to work under time limited conditions amounted to a competence standard and reasonable adjustments. Laura also solely represented the Respondents before the EAT in this case which was the first case to come before the EAT about the meaning of a competence standard under s.14B DDA.

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Hounga v Allen (see above)

Alemo-Herron (see above)

Employment Appeal Tribunal

Laura has appeared in the EAT on over 20 occasions. A sample of the cases in which she has appeared are set out below.

Urso v DWP [2018] All ER (D) 171 (Feb). The appeal concerned whether the EAT had incorrectly focused on the Claimant's PTSD diagnosis rather than the impact of it on the Claimant.

Atkinson v Community Gateway Association [2015] ICR 1. Significant case clarifying the law as to whether an employee can bring a constructive dismissal claim when they are themselves in repudiatory breach of their contract of employment. The Employment Appeal Tribunal also considered whether or not an employer could rely on evidence obtained by searching through an employee's emails and whether such a search would violate the employee's Article 8 rights.

Doughty v Secretary of State for Work and Pensions (Jobcentre plus) [2014] All ER (D) 54 (Sept). Trade Union Detriment, victimisation and applications to amend.

Betsi Cadwaladr University Health Board v Hughes and others UKEAT/0179/13/JOJ. Harassment on grounds of disability and continuing acts.

Bradley v Royal Holloway University [2014] All ER (D) 12 (Sep) Professorial equal pay claim, the material factor defence.

Dass v The College of Haringey, Enfield and North East London UKEAT/0108/12. Equal pay and the concept of a "stable employment relationship".

Iqbal v Metropolitan Police Service [2012] NLJR 1536. Decision concerning the procedure that Employment Tribunals should follow when considering whether to allow proceedings to be postponed on medical grounds.

Bozeat-Manzi v Telephonica UK UKEATPA/1799/11. The case concerns the exercise of discretion to extend time in both unfair dismissal and discrimination claims and the need to hear evidence at PHRs.

Vaidya v GMC [2012] All ER (D) 215 (May). Case concerning the construction of s.12(1A) of the Race Relations Act.

Bird v Bristol University UKEAT/0469/12/RN. Perversity appeal concerning agreement for a minimum fixed term contract.

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Mahoney v Romnec UKEAT/0474/12/DM. Perversity appeal considering the application of Taylor v OCS.

Bearne v Sainsburys Supermarket UKEAT/0385/12/RN. Constructive dismissal case considering issues of causation and compensation.

Ojeke v Partnership In Care Ltd UKEAT/0198/12/JOJ. Perversity appeal, consideration of whether dismissal was a reasonable sanction.

Bone v London Borough of Newham UKEAT/0235/10/LA. Issues concerning assessment of the likelihood of promotion and assessment of pension loss.

Employment Tribunal Work

Laura's Employment Tribunal experience includes:

Experience of multiple local government and NHS equal pay claims – regularly appearing opposite Queen's Counsel and has acted for over 1000 claimants in one case.

Extensive experience of complex TUPE matters.

Tan v School of Oriental and African Studies [2013] EqLR 924. Race and sex discrimination case concerning a failure to promote an academic from senior lecturer.

Bradley v Royal Holloway and Bedford New College [2013] EqLR 1212. Professorial equal pay claim.

Schafer v Royal Holloway and Bedford New College [2011] EqLR 429
Laura represented the Claimant in a 3 week equal pay claim in the Reading Employment Tribunal. The Claimant was a University Professor claiming 'like work' with male professors employed at the University. This was a test case in respect of the issue of 'like work' and also some elements of the genuine material factor defence.

High Court and County Court Work

Laura has represented claimants at both the County Court and High Court in respect of Restraint of Trade clauses.

Black and Others v Arriva [2013] EqLR 558. Laura was led by Aidan O'Neil in this case which concerned reasonable adjustments required of bus companies in respect of their disabled passengers.

BBC v (1) Harper Collins Publishers (2) Ben Collins (3) Collins Autosports [2010] EWHC 2424. Laura was led by Hugh Tomlinson QC in this high profile case where they represented the defendants at the High Court. The BBC were seeking to prevent the defendant from revealing that he had played the role of the Stig in Top Gear.

PUBLICATIONS AND ARTICLES

Chapter on "The public sector equality duty and the socio-economic duty in Blackstone's Guide to the Equality Act 2010 (3rd Edition, 2016)

Chapter on "Social Networking and the Global Workforce" in **International Labor and Employment Laws** (4th Edition), (Bloomberg BNA, 2017)

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Employment Law Practice Notes for the Practical Law Company - Equal Pay: The Material Factor Defence and Equal Pay; Comparators.

Laura has had the following articles published in the ELA Briefing:-

- Guttridge v Sodexo & North Tees and Hartlepool NHS Trust (September/October 2009) (the effect of TUPE transfers on equal pay claims)
- Firma Feryn (September/October 2008) (on discriminatory public statements by employers)

Institutional Sexism in the Legal Profession, *Counsel Magazine* (2009)

Laura has given seminars and lectured on the following topics:-

- Contract Law in Employment Tribunal Claims
- Gender Pay Gap Reporting
- Religious discrimination
- Age discrimination
- Gender discrimination and Equal Pay
- Disability Discrimination
- Extra Territorial Effect/ Cross Border Employment Disputes
- TUPE
- Insolvency
- Redundancy

MEMBERSHIPS

ELAAS

Employment Lawyers Association

Employment Law Bar Association

Industrial Law Society

Free Representation Unit

Bar Pro Bono Unit

PRIZES AND AWARDS

2000-2001

Dean's List - which recognizes outstanding academic achievements of undergraduate students of excellence

2000-2001

Andrews Prize - For achieving one of the best five overall Intermediate/ Part I performances

2000-2001

The Herbert Smith Prize for Exceptional Merit - for achieving the top result in the UCL public law exam.

2012

Nominated for the Bar Pro Bono Award.

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EDUCATION AND QUALIFICATIONS

2002-2003

Bar Vocational Course, Inns of Court School of Law
Very Competent: 11th out of approximately 650 candidates

1999-2002

LLB Hons; University College London
Degree: First Class

1997-1999

SEEVIC College, Benfleet
A Levels

1992-1997

The Sweyne School, Rayleigh
GCSE's

Laura is regulated by the Bar Standards Board and accepts instruction under Standard Contractual Terms, details of which can be found on our website under Code of Conduct.