



LAURA PRINCE

MAIN AREAS OF PRACTICE:

Employment Law
Discrimination and Equality Law
Human Rights Law

Called to the Bar 2003

CONTACT:

lauraprince@matrixlaw.co.uk
+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 applicants and respondents in cases involving unfair and wrongful dismissal, unlawful deductions from wages, redundancy and all forms of discrimination.

EXPERIENCE

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

Laura is ranked in Chambers & Partners. In Chambers & Partners 2014 it is said that Laura is “highly thought of amongst practitioners who recognise her expertise in handling complex TUPE and equal pay matters” and that “her calm, intelligent and measured approach to all cases and requests for advice makes her a great legal and commercial asset to any company”

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).

In 2012 Laura was nominated for the Bar Pro Bono Award and in 2014 was appointed to the Attorney General's B Panel of Counsel..

NOTABLE CASES

Appellate level

Parkwood Leisure Ltd v Alemo-Herron & Ors in the Court of Justice of the European Union [2013] IRLR 744, 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.

Hounga v Allen & Anor in the Court of Appeal ([2012] IRLR 685), and EAT ([2011] All ER (D) 250 Apr) concerning unfair dismissal, race discrimination and illegal employment contract. The appellant’s claim to recover compensation was not allowed based on public policy grounds as it was positively linked to her own illegal conduct in willingly entering the UK for work when she was not permitted to do so. Laura appeared for the Respondent. The Appellant has obtained permission to appeal to the Supreme Court, Laura is instructed to represent the Respondent at that hearing.

Laura Prince:

lauraprince@matrixlaw.co.uk
+44 (0)20 7404 3447
Cliff Holland, Practice Manager
cliffholland@matrixlaw.co.uk

**DIRECTORY
RECOMMENDATIONS**

“She shows good attention to detail, is very thorough and does not miss a point.”

Chambers & Partners 2015

“highly thought of amongst practitioners who recognise her expertise in handling complex TUPE and equal pay matters”

“her calm, intelligent and measured approach to all cases and requests for advice makes her a great legal and commercial asset to any company”

Chambers & Partners 2014

Burke v College of Law & Anor in the Court of Appeal ([2012] All ER (D) 37) and EAT ([2012] all ER (D) 238). 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

Gallop v Newport City Council [2013] IRLR 23. Case concerned the calculation of compensation in an unfair dismissal claim. In this case the Claimant's compensation had been reduced on the ground that had he not been unfairly dismissed he would have accepted a compromise agreement. Evidence of the agreement had come about following questions from one of the lay members. The EAT held that evidence of without prejudice negotiations were not admissible "absent a clear waiver by the parties". The case also considered the meaning of the concept of 'knowledge' in disability discrimination claims. Permission to appeal been granted by the Court of Appeal (A2/2012/2073) and the judgment has not yet been handed down.

Iqbal v Metropolitan Police Service [2012] NLRJ 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.

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.

Dass v The College of Haringey, Enfield and North East London UKEAT/0672/11/ZT. Laura represented at his 3(10) permission hearing and was led at the full hearing by Karon Monaghan QC. Important case concerning the concept of a “stable employment relationship” in an equal pay claim.

Atkinson v Community Gateway Association UKEAT/0457/12/BA. Laura represented the appellant at his 3(10) permission hearing and is instructed to represent him at the full hearing of his claims concerning freedom of expression, strike out prior to hearing all the evidence, whether a claimant can bring a constructive dismissal claim if they are in breach of contract themselves and vicarious liability.

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

Extensive experience of multiple local government and NHS equal pay claims in the employment tribunal – regularly appearing opposite Queen’s Counsel – and has acted for over 1000 claimants in one case.