

Constance Shaw

Associate

I am an associate in the employment team. I advise employers and senior executives, frequently in the financial and professional services sectors, in relation to a variety of complex and often contentious workplace situations.



With a particular focus on the financial services sector, Constance advises clients in relation to all types of employment-related matters, often with a view to resolving contentious workplace situations in a commercially sensitive way.

Her expertise lies in assisting clients in the financial and professional services space to navigate the complexities of employment-related regulatory regime requirements, such as SM&CR. She also regularly advises in relation to performance management processes and disciplinary and grievance investigations in the regularity context and is familiar with the rules governing fitness and propriety, and regulatory references.

She also has a particular interest in advising in relation to restrictive covenant enforcement, employment status and workplace discrimination and whistleblowing.

Constance has worked with corporate employers and partnerships in the financial services sector for several years, including private equity firms, asset managers, hedge funds, private banks and brokers. She has also advised several board-level executives in relation to the termination of their employment.

Her ethos is to provide solutions-focused advice which works in the context of her client's business. Constance is a member of the Employment Lawyers Association

Legal Expertise

- Regulatory matters relating to the employment relationship, including SM&CR
- Restrictive covenant enforcement
- Disciplinary and grievance investigations
- Resolving workplace disputes, particularly those involving discrimination or whistleblowing
- Senior-level exits, including settlement agreements
- Performance management processes of regulated or senior executives
- Managing sickness absence
- Contracts of employment/service agreements

Memberships

- Employment Lawyers Association