

Grace Waterhouse

Associate

I am an associate in the Fox Williams employment team. I specialise in advising businesses and individuals, particularly in the professional services and technology sectors, on a wide range of contentious and non-contentious employment matters.



Grace is an Associate in the employment team at Fox Williams.

With a focus on professional services and the technology sector, Grace advises employers on a wide range of HR issues including restructures and large-scale projects, workplace disputes, tricky disciplinary and grievance processes and allegations of discrimination and whistleblowing. She also advises senior employees on their contracts of employment or service agreements, remuneration packages and exit agreements.

In particular, Grace has experience in advising law firms and barristers chambers on tricky disputes (including those on partner remuneration) and exits or misconduct investigations.

Grace is experienced in handling and running employment litigation for employers and senior individuals in both the Employment Tribunal and the High Court, particularly in relation to discrimination, whistleblowing and equal pay claims.

Legal Expertise

- Employment Tribunal litigation
- Discrimination and workplace disputes
- Disputes and investigations for law firms
- Disciplinary and grievance processes
- Unfair Dismissal claims
- Post termination restrictions
- Termination and settlement agreements
- Employment contracts, policies and internal procedures
- Redundancies
- Whistleblowing

Experience

- Advised a senior executive of an international bank in relation to their exit, including in respect of their deferred remuneration and the regulatory impact.
- Advised a number of sets of chambers in relation to issues of ill-health and disability.
- Acted for a number of law firms in relation to equal pay claims and allegations.
- Advised a listed company in relation to claims of whistleblowing and discrimination.
- Advised a number of professional services or law firms in relation to equal pay allegations.
- Acted for a fast-growing technology company in relation to complex discrimination and deferred remuneration claims.

Memberships

- Employment Lawyers Association
- Association of Partnership Practitioners