



## **JACKIE THOMAS**

**Associate Director**  
**London**

E: [jackie.thomas@bclplaw.com](mailto:jackie.thomas@bclplaw.com)

T: [+44 \(0\) 20 3400 4776](tel:+44(0)2034004776)

## **BIOGRAPHY**

Jackie is a highly experienced employment lawyer who advises on a wide range of contentious and non-contentious matters. Her contentious advice focuses on complex disputes including discrimination claims, claims which involve multi-jurisdictional issues and business protection cases arising from team moves and the enforcement of post-termination restrictions. She represents employers in both the Employment Tribunal and the High Court.

Jackie also provides clients with strategic commercial advice on non-contentious issues including business restructuring; grievance and disciplinary processes; and on the employment aspects of corporate transactions.

Jackie has particular experience in advising in the financial services sector and she works closely with the Financial Services Disputes & Investigations group advising on matters with interlinking

employment and regulatory issues, including remuneration, whistleblowing investigations and conduct/culture issues. Jackie also has experience in contentious partnership matters, advising professional services firms on entry and exit arrangements and on disputes.

Jackie is a member of the Employment Investigations group and has advised on internal investigations and acted as an independent grievance investigator on a number of employment investigations. She is a member of the Employment Lawyers Association.

## PROFESSIONAL AFFILIATIONS

- The Law Society
- Employment Lawyers Association

## ADMISSIONS

- England and Wales

## RELATED PRACTICE AREAS

- Employment & Labor
- Investigations
- Litigation & Dispute Resolution
- Regulation, Compliance & Advisory
- Cross-border Employment Issues
- Special Investigations
- Healthcare & Life Sciences
- Intellectual Property and Technology Disputes
- Class Actions & Mass Torts
- Employment Class & Collective Actions

## RELATED INSIGHTS

Insights

Oct 31, 2024

### **The sexual harassment preventative duty is now in force - why it is needed**

This week we mark the introduction on 26 October of the duty to take reasonable steps to prevent sexual harassment, and consider a few recent cases showing that this is a workplace issue that refuses to go away

Insights

Jul 27, 2023

## **UK HR Two-Minute Monthly: July 2023**

Our July update includes cases on the dismissal of a devout Christian dismissed for gross misconduct for social media criticism of pro-LGBTQ+ teaching at schools, allowances that tribunals should make to litigants in person for technical/legal errors, and a case involving potential unconscious race discrimination. We also feature a news update on new flexible working legislation, the effect of social class and nepotism on work experience and proposed limitations to new sexual harassment legislation.

Insights

Jul 18, 2023

## **Summary of the Bullying and Respect at Work Bill**

At the moment, there is no claim that can be brought in an employment tribunal just for being bullied at work. The Bullying and Respect at Work Bill, if passed, would change that by creating a separate type of claim as well as a legal definition of bullying in the workplace.

Insights

Jun 26, 2023

## **UK HR TWO-MINUTE MONTHLY: JUNE 2023**

Our June update includes cases on whether an employer notified of an employee's pregnancy just before termination is liable for a pregnancy dismissal, whether an employer's future discovery of a disability makes it retrospectively liable, and two Covid-19 related cases, one on health and safety dismissals (Including an alleged unsafe workplace and disability), and one on redundancy and an employer's obligation to consider furlough as an alternative. We also feature a news update on menstruation/menopause in the workplace, a new survey on AI, and a "Mini Manifesto" advising the UK to adopt a four-day working week on full pay.

Insights

Jun 08, 2023

## **Menstruation in the workplace**

This article focuses on the impact that menstruation can have on an employee's ability to work in the workplace generally, the social stigmas preventing open discussions about menstruation in the workplace and how employers can support those who experience this. Note that any references to a 'woman', 'women' or 'female(s)' in this blog are intended to be gender inclusive and also include members of the non-binary and transgender community who menstruate.

Insights

May 25, 2023

## **UK HR Two-Minute Monthly: May 2023**

Our May update includes cases on the removal of an EAT panel member for bias in a case involving religious belief and the teaching of children about same sex marriage, the effect of a CPO which prevents individuals from bringing civil proceedings without leave from the court, and a finding by the High Court that a 12 month non-compete clause is valid and enforceable. We also feature a news update on government proposals to make important changes to UK employment law.

Insights

Apr 26, 2023

## **UK HR two-minute monthly: April 2023**

Our April update includes cases on religious belief discrimination in the education sector, with a school chaplain preaching to pupils his views on same-sex marriage, a case considering whether the potentially disruptive conduct of a neurodiverse employee was a consequence of a disability, and an EAT decision on whether an employment judge was justified in making an “unless” Order striking out the entire claim of a claimant in person. We also feature a news roundup, including the importance of flexibility to staff retention, a new review of the UK employment whistleblowing regime, and the progress of employment-related private members bills as they come ever closer to becoming law.

Insights

Mar 23, 2023

### **UK HR two-minute monthly: March 2023**

Our March update includes new cases on whether a “without prejudice” letter attaching a settlement agreement and referring to a termination by mutual agreement can be an effective dismissal letter, the role of written contracts in deciding employment status, and the circumstances in which refusing a flexible working request can constitute sex discrimination. We also feature a news roundup including annual increases to statutory maximum awards at the tribunal, with the maximum compensatory award going into six figures for the first time, the increase in waiting times for tribunal hearings, and news of three employment related private members’ bills currently making their way through parliament.

Insights

Mar 15, 2023

### **Has the suit been booted? How employers can best manage post-pandemic dress codes**

This article considers changes in employers’ dress codes, focusing on workplaces where formal dress codes, such as dress or trouser suits/ties/black shoes are, or rather were, the norm. We look at post-pandemic changes to dress codes, attitudes to work wear and general appearance (including tattoos and piercings), and how employers can best manage those changes.