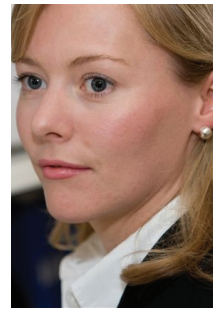

LUCY BONE

Call: 1999



Introduction

“Outstanding advice and advocacy”: Legal 500, 2009

“At once effective, charming and confident”: Chambers and Partners, 2010

Recognised by the major directories as a leading Junior, Lucy specialises in employment and general commercial law. “User-friendly” and “meticulous” according to Chambers and Partners 2009, she represents client across a wide range of market sectors, including banks and financial institutions, blue chip companies and high net worth individuals. In the public sector, Lucy has represented a number of NHS trusts and local authorities.

With a wealth of experience across all aspects of employment law, Lucy regularly acts in the employment tribunal, EAT and High Court in cases concerning individual employee issues including breach of contract, wrongful dismissal and unfair dismissal, and TUPE issues. Noted by Chambers and Partners 2009 as “great for sensitive disputes”, Lucy acts in high value discrimination, cases for both respondent and claimant. Lucy has been instructed by several local authorities in relation to multiple Equal Pay complaints and has particular experience of individual complaints in the financial sector.

Lucy has a particular interest in the commercial aspects of employment law and has a busy High Court practice involving often complex Director/Senior Employee issues such as fiduciary duties and post-termination restraints. Lucy is regularly instructed on Injunctions including restrictive covenants, garden leave and confidential information injunctions.

Injunctions

Lucy has a particular interest in post termination restraints and has been instructed in relation to a range of post termination matters, including fiduciary duties and preparatory steps to compete.

- *Exova Limited v. Griffiths and others* (2010): representing 2 of 5 Defendants against claims of conspiracy and springboard relief, listed for 5 day speedy trial;
- *Re Codemasters Limited* (2010): led by Charles Samek QC in the preparation of a speedy trial acting for a major publisher of computer games where 18 employees had left and set up a competing business;
- *Rentokil v. Prokill & Ors* (2009): led by Jeffrey Bacon in an ex parte application for a search and seizure order, including provision for an expert to undertake forensic searches of the defendants' computers;
- *Chalvedon School v. NUT and NASUWT* (2009): advised three schools intending to combine to become an Academy on the industrial relations implications of TUPE and the availability of injunctive relief against threatened strike action;
- *Pieroth v. Jakob Gerhardt & Ors* (2008): successfully obtained injunction and costs against 11 defendants providing springboard relief and relief against passing off and contractual and common law breaches in relation to confidential information.

Director/Senior Employee issues

Lucy acts frequently on matters concerning allegations of breach of directors' duties including fiduciary duties. Recent and current experience includes:

- *Clark v. (1) Gresham House and (2) Friars Management Ltd* (2010): acting for the first Defendant in a claim of breach of employment contract, proceeding to 6 day trial in the Chancery Division;
- *Altecnic Limited v. Gizzi and others* (2010): representing 3 directors accused of breaches of fiduciary and statutory duties, diversion of business and secret profit;

- *Larrick Properties v. Boylan* (2007): acted in High Court proceedings concerning diversion of a business opportunity and other alleged breaches of fiduciary duties by a director;
- *Hinchliffe v. Pearl Insurance* (2007): acted for employer in case which raised questions of the employer's right to dismiss for redundancy where employee is in receipt of PHI payments.

Statutory Claims including Unfair dismissal and TUPE

Comprehensive experience of all aspects of unfair dismissal including Public Interest Disclosure dismissals. Frequently acts in cases concerning dismissals for redundancy, misconduct and performance related issues, and constructive dismissal. Lucy has acted for Claimants and Respondents in all areas of work. Particular experience of note includes:

- *Rawson v. G4 Security* (2010): acting for Respondent in case concerning application of unfair dismissal rights to military support workers in Afghanistan;
- *Osborne v. Deutsche Bank* (2009): advised and acted at appellate level for former trader seeking to recover a substantial payment in relation to a share scheme bonus, using the unlawful deductions jurisdiction;
- *Chalvedon School v. NUT and NASUWT* (2009): advised three schools intending to combine to become an Academy on the industrial relations implications of TUPE and the availability of injunctive relief against threatened strike action;
- *GMB & Ors v. (1) Eastman Chemicals and (2) Indorama Limited* (2009): acted for transferee in a multiple complaint brought by a major trade union and over 50 employees of alleged failures to inform and consult;
- *Donnison v. (1) Lynx and (2) Salvesen Logistics* (2007): acted for second Respondent in a complaint of failure to inform and consult in relation to a TUPE transfer.

Discrimination

Wide experience of direct and indirect discrimination claims, including harassment. Has acted across all areas of work, and has regular experience of high value claims, including those exceeding £1 million.

- *Eistrand v. JP Morgan* (2009): acted for the Claimant in this high value case of sex discrimination and unfair dismissal, compromised at the doors of court;
- *Broughton v. Brown Shipley* (2009): acted for a European investment bank resisting allegations of sex discrimination arising on the Claimant's return from maternity leave. Claim valued at £1.9 million;
- *Stevenson v. Wachovia* (2009): acted for an American investment bank against a white male Claimant alleging he was selected for redundancy ahead of a female Asian employee;
- *Levin v. Towergroup Limited* (2009): acted for the Claimant alleging that, being Jewish, he had been excluded from business development in the Middle East;
- *Mahon v. Accuread* [2008] All ER (D) 217: case setting out guidance to tribunals on approach to be taken where the evidence of a jointly instructed expert is to be discredited;
- *Staples v. Gibson Shipbrokers Limited* [2007] All ER (D) 03: acted alone at first instance and led by John Bowers QC on appeal in a £1 million claim for an established firm of Shipbrokers, where the contended disability was stress-related heart failure.

Equal pay

Lucy has recent experience in numerous and high value Equal Pay matters in both the public and private sectors:

- *Dymond v. IBM* (2010): acting for IBM in a claim for equal pay on the basis of like work and work of equal value, with substantial issues arising in relation to GMF;
- *Bradford MDC*: led by John Bowers QC in resisting multiple claims with some 200 claimants, involving numerous complex issues including the GMF defence and male contingent claims;
- *Gwent NHS Trust*: advised on various matters arising out of Agenda for Change.

Education

Kings College London (LLB 1997, LLM 1998)

Inns of Court School of Law (Very Competent)

Middle Temple (Queen Mother Scholar)

St Paul's Girls' School, London (1986-1993)

Member of ELA, PNBA, COMBAR, LCCLBA

Member of the Bar Pro Bono Unit and the ELAAS scheme.