

Jane Mann

Partner

I am a partner in Fox Williams' employment team, advising employers, senior executives and partners on a wide range of complex employment/partnership issues including dispute resolution and litigation.



Jane has been a partner of Fox Williams and since 1994 has been part of the management team that has led the firm from small start up to successful established city law firm. She remains a long term member of the firm's partnership board; her current area of focus is service delivery to clients.

Over the years Jane has undertaken a wide range of work for employers and senior executives in many different sectors.

Her advice is now often sought by senior individuals who value her judgement, experience and commercial acumen, especially where reputations are at stake.

Much of her work involves severance negotiations, strategic employment issues, behind the scenes dispute resolution and litigation.

Jane undertakes substantial amounts of work in the financial services, insurance, professional services and technology sectors.

Legal Expertise

- All round advice to employers, senior executives and partners in all sectors including contract negotiations and advice on strategic employment issues
- Negotiating settlement agreements on departure, including international agreements
- Dispute resolution and litigation for employers, senior executives, firms and partners relating to dismissal, remuneration, post termination competition, bonuses and share incentives, discrimination and whistleblowing
- Deep knowledge of the financial and professional services sectors, and the interaction between employment law and the regulatory regimes governing individuals in these sectors including the SMCR
- Corporate governance, advice to companies and individuals on the appointment and removal of senior directors, board room disputes, independent advice to Chairmen, NEDs and executive directors.
- Advice to entrepreneurs and growing businesses especially in the technology sector
- Substantial experience of advising overseas and UK clients on global mobility and other employment issues with an international dimension.

Experience

- Successfully represented inventor Calvey Taylor-Haw in his unfair dismissal claim against Chargemaster Plc (now owned by BP Plc) and advised Mr Taylor-Haw in relation to the exercise of share options which were granted to him when he sold his vehicle charging company, Elektromotive, to Chargemaster in 2017.
- Advised several CEOs and senior directors on their departure.
- Acted for a banker in her employment tribunal proceedings for gender discrimination against a global bank.
- Advised an international technology company on a range of contractual and employee relations issues.
- Acted for Eric Daniels, the former CEO of Lloyds Banking Group, in his high-profile claim against LBG for a shares award based on the successful integration of HBOS into LBG in 2009 to 2011.
- Advised many bankers and financial services professionals on combined regulatory and employment issues.

Memberships

- Employment Lawyers Association (Co-Founder, Former Chair and Board Member)
- City HR Association (Former Board Member)
- Immigration Law Practitioners Association (Former Treasurer)
- Freeman of the HR Guild
- City of London Law Society Employment Committee
- Liveryman of the City of London Solicitors Company
- International Bar Association

Accreditations

