

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 an employment partner at Fox Williams since 1994 and was part of the management team that led the firm from small start up to successful established law firm.

Her entire focus is now on providing advice to employers, firms, senior executives, and partners in many different sectors who value her judgement, experience and commercial acumen, especially where reputations are at stake.

Much of her work involves advising on hard to solve employment/partnership problems, severance negotiations, strategic HR and governance challenges, restrictive covenants/employee competition, dispute resolution, and litigation in the tribunals and courts.

Many of her clients are in the financial services, insurance, professional services and technology/fintech sectors, although she is called upon to advise on executive level issues in wide variety of contexts.

"She takes time to understand the situation, clarifies the case, thinks strategically through issues and gives clear advice." Chambers UK, 2022

"Her strengths include her realism, her technical strength and the fact that she is very experienced." Chambers UK, 2022

"Jane Mann is without doubt one of the UK's stand out employment lawyers. Jane's long standing experience in employment law has given her a proficiency in the art of skillful judgement and negotiation that puts her at the very top of her game. Jane has an ability to read accurately the next steps and tactics that your opponent is likely to take. She will advise you of the sensible pathway to take whilst maximising the best outcome for you to suit the circumstances of the legal case." Legal 500, 2021

Legal Expertise

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- All round advice to employers, firms, senior executives and partners in all sectors including compliance with employment law, contracts of employment and advice on both strategic and day to day 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, senior directors and partners 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.
- Advised 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.
- Advising a US financial services firm on a wide range of covid-19 employment issues including health and safety compliance and the re-opening of their office
- Acted for a prominent professional services firm on the expulsion of a partner for cause
- Advising a PLC on a number of difficult issues relating to very senior executives
- Representing a sporting body and a premier league football club on a variety of tricky employment problems

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

