

Kathy Scott

Associate

I am an associate in the Fox Williams employment team. I have experience in both contentious and non-contentious work and have acted for a broad range of employers and senior executives in relation to tricky employment law matters.



Kathy joined Fox Williams in June 2025, after qualifying as an (employment specialist) Solicitor in September 2020. She has a breadth of experience advising employer clients on both contentious and non-contentious matters, such as Tribunal litigation, redundancy exercises, grievances and disciplinary processes, as well as drafting employment contracts and company policies.

She also has experience acting for senior executives in relation to Tribunal litigation, grievances and complex exits.

Kathy has a particular interest in providing employers with ongoing day-to-day HR support and seeks to provide tailored advice for each business.

Kathy has a Masters in Law, Business and Management

Legal Expertise

- Restructuring and redundancy processes
- Disciplinary and grievance processes
- Contracts of employment and employee handbooks
- Restrictive covenant enforcement and theft of confidential information
- Tribunal litigation, including claims for whistleblowing, discrimination and unfair dismissal
- Senior executive exits, including settlement agreements

Experience

- Advising an insurer on navigating a complex senior exit, including providing guidance on running a disciplinary investigation.

- Advising a number of clients on the sexual harassment legislation and an employer's obligations.
- Advising an accountancy firm on investigations into allegations of widespread bullying and misconduct.
- Advising a financial services client on theft of confidential information.
- Advising a senior executive on a grievance and subsequent Tribunal proceeding relating to allegations of disability discrimination and the impact on pay and bonuses.
- Advising a senior executive on negotiating an exit following submission of allegations of pregnancy and maternity and sex discrimination.

Memberships

- Employment Lawyers Association