

Lucy Sorell

Legal Director

I am a Legal Director in the Employment team, specialising in advising businesses and individuals in the fintech and financial services sectors.



Lucy is a Legal Director in the employment team at Fox Williams.

With a focus on the fintech and technology sectors, she advises on matters relating to all stages of the employment lifecycle, including contracts, performance management, redundancies, grievances, disciplinary matters and terminations. She also advises senior employees and founders on their contracts of employment or service agreements, remuneration packages and exit agreements.

From her past experience in the fintech and financial services sectors, Lucy has a good grasp of the Senior Managers and Certification Regime and the regulatory reference rules and frequently works on matters for both businesses and individuals with a regulatory angle.

Lucy also frequently delivers training sessions to clients and she also runs an external network for HR professionals, which usually meets once a month to discuss topical HR issues.

Lucy has a good working knowledge of French, German and Spanish.

Legal Expertise

- Contracts of employment/service agreements
- Disciplinary/grievance investigations and other employee relations matters
- Redundancies
- Employment/regulatory matters
- Senior exits
- TUPE/employment aspects of corporate transactions
- Restrictive covenant advice
- Employment litigation and pre-litigation
- Data subject access requests

Experience

- Advised a senior employee of a bank on the terms of their departure with regulatory reference implications
- Advised a major insurer on the employment implications of providing underwriting services from an EU member state instead of the UK
- Advised a number of senior employees
- Defended a listed aviation company in relation to serious allegations of whistleblowing/trade union detriment and unfair dismissal
- Successfully settled claims for trade union detriment, unfair dismissal and race discrimination, involving tricky confidentiality issues