

Tom Pennington-Hare

Legal Director

I am a legal director in Fox Williams' employment team. I advise both employers and senior executives, particularly those in professional and financial services, on a wide range of contentious and non-contentious employment and HR matters.



Tom advises both employers and senior individuals on a wide range of employment-related matters. For Tom's employer clients, many of which are law firms, barristers' chambers or financial services firms, this includes advising on day-to-day issues, such as tricky disciplinary and grievance matters, managing sickness absence and poor performance, terminations and settlement agreements as well as ensuring their employment documentation is appropriate and up-to-date.

Tom also helps to guide employers through larger-scale projects, such as restructurings, redundancy exercises, outsourcing arrangements and corporate transactions, including the impact of TUPE and the use of secondments and transitional services arrangements.

Tom also regularly advises senior individuals who are at important stages in their careers by assisting them to negotiate important contractual protections in their service agreements, guiding them through disciplinary and grievance processes, advising on post-termination restrictive covenants and providing legal and tactical advice on negotiated exits and settlement agreements.

Tom regularly advises both employers and employees on how to handle Employment Tribunal litigation, in particular involving complex discrimination and whistleblowing matters and TUPE claims.

Tom joined Fox Williams in 2014, having trained and worked as an associate at Cleary Gottlieb Steen & Hamilton LLP.

Legal Expertise

- Employment & discrimination law
- Employee relations matters
- Employment tribunal litigation
- Consultancy arrangements and IR35/Off-Payroll Working Rules
- Partnerships
- Employment aspects of business re-organisations & corporate transactions
- Restrictive covenants
- Settlement agreements

Experience

- Advised the shareholders and co-founder of a tech start-up on the termination of employment of the other co-founder.
- Advised a financial services firm on the post-acquisition integration of a recently acquired complementary business, including advising on the TUPE implications of spinning out parts of the business and outsourcing certain functions, the collective redundancy process required to reduce headcount following the acquisition and retention arrangements for key staff.
- Advised a bank on the restructure of its senior leadership team, including several senior level exits, and the roll out of new employment contracts and policies.
- Acted for several senior individuals on their respective departures from private equity firms and hedge funds, including advice on deferred remuneration arrangements and post-termination restrictive covenants.
- Advising a barristers' chambers on how to manage a member with a mental health condition that impacted on their ability to practice.
- Advising various barristers' chambers on a range of employment issues, including redundancies, disciplinary and grievance matters, sickness absence and the roll-out of new employment contracts and policies alongside proposed changes to constitutional documents.
- Advised a City law firm on the enforcement of restrictive covenants against a former partner and senior associate, as well as associated employment law issues and SRA requirements.
- Advised an international law firm on its investigation into complaints of sexual harassment by the London Managing Partner, including the associated disciplinary action and ongoing interactions with the SRA.
- Representing investment firm C5 Capital in its successful defence of a claim for whistleblowing interim relief in the Employment Tribunal.
- Acted for a listed company on the defence of unfair dismissal, whistleblowing and discrimination claims brought against the company and its directors by two former directors.

Memberships

- Employment Lawyers Association
- Association of Partnership Practitioners