

Emily Gregory

Associate

London

T +44 207 655 1549

emily.gregory@squirepb.com



About Emily

Emily Gregory (née Hocken) is a lawyer in our Labour & Employment Practice Group, covering all areas of contentious, non-contentious and transactional employment law.

Emily supports clients in relation to a broad range of employment law issues and enjoys providing practical, commercial advice that focuses on the client's commercial needs. Emily has experience working with both employer and employee clients across a range of sectors, including technology, finance, retail, automotive and professional services.

Emily is practiced in drafting, negotiating and advising on settlement agreements, employment contracts, service agreements, consultancy agreements and policies/handbooks. She also regularly advises HR professionals and in-house counsel on a variety of employment law issues, including changing terms and conditions of employment and redundancies.

In addition, Emily assists clients with responding to a broad range of employment tribunal claims, including unfair dismissal, discrimination and breach of contract claims. Emily also provides specialist employment support on corporate transactions.

Emily has a particular interest in technology, AI and its interaction with employment law and enjoys writing articles on this and other topics.

Experience

- Acting for a luxury automobile manufacturer in responding to a variety of employment tribunal claims (including unfair dismissal, disability discrimination, age discrimination, unlawful deduction from wages and holiday pay), which arose from a large-scale redundancy exercise. Commercial settlements were achieved on favourable terms in each case.
- Successfully applying for a global fast food franchise client to be removed from various employment tribunal claims issued by employees of franchisees against the wrong employing entity.
- Advising a client on responding to repeated employment tribunal claims of disability discrimination brought by an individual in respect of unsuccessful job applications.

- Supporting a global gaming company in an overhaul of its HR processes. This included drafting new precedent contracts and policies to be used going forwards and advising on issues such as hybrid working, a new bonus structure and changing employees' terms and conditions.
- Providing ongoing advice to a global venture capital and private equity firm based in the US on employment issues stemming from its clients' assets in the UK, ranging from dismissals to queries about working hours and pay – for example, during travel time.
- Advising both employees and employers on the enforceability of restrictive covenants across a variety of sectors, including recruitment, technology and professional services.
- Regularly drafting and negotiating settlement agreements, employment contracts, service agreements and other contractual documentation for a variety of high net worth individual and corporate clients.
- Drafting and advising on employee handbooks and policies.
- Undertaking corporate support work, including employment due diligence and drafting corporate documents for both vendors and purchasers on acquisitions and disposals.

Credentials

Education

- University of Law, LPC with MSc, 2018
- University of Law, Graduate Diploma in Law, 2017
- University of Exeter, B.A., English, 2016

Admissions

- England and Wales, 2020

Memberships & Affiliations

- Member, Employment Lawyers Association

Expertise

Services

- Labor & Employment

About our firm

One of the world's strongest integrated law firms, providing insight at the point where law, business and government meet. We deliver commercially focused business solutions by combining our legal, lobbying and political capabilities and invaluable connections on the ground to a diverse mix of clients, from long-established leading corporations to emerging businesses, startup visionaries and sovereign nations. More than 1,500 lawyers in over 40 offices across four continents provide unrivaled access to expertise.