

Grace Lancaster

Associate

Manchester

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About Grace

Grace Lancaster is an associate in the Labour & Employment team and has experience in providing practical legal advice regarding contentious and non-contentious employment matters to multinational and FTSE 100 organisations. Grace balances operational, financial and cultural organisational factors alongside legal best practice in order to deliver confident and commercially aware decisions. She is experienced in all aspects of tribunal litigation, corporate support, workplace investigations and bespoke project work, and specialises in designing and delivering client training programmes.

Experience

- Supporting and advising clients through redundancy and reorganisation exercises, discrimination issues, unfair dismissal law, employee and agency worker status and TUPE transfers.
- First-hand experience of chairing disciplinary and appeal hearings, and conducting redundancy consultation meetings and other ER processes, which, in turn, has led to pragmatic and productive engagement with Trade Unions, often in hostile situations.
- Supporting on multiple client Data Subject Access Requests, gaining a thorough knowledge of GDPR provisions.
- Conducting numerous high-profile and sensitive workplace investigations across a range of sectors.
- Undertaking comprehensive policy and contract reviews for numerous clients, as well as assisting with an international reorganisation project by drafting and advising on multiple employee settlement agreements.
- Designed and delivered a management training programme to a national retailer, resulting in further revenue opportunities.

Credentials

Education

- BPP University, Legal Practice Course, 2019
- Manchester Metropolitan University Bar Professional Training Course, 2014

- University of Warwick, LL.B., 2013

Admissions

- England and Wales, 2021

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.