SQUIRE PATTON BOGGS

Janette Lucas

Partner

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Languages spoken
English | French



About Janette

Janette Lucas is a partner and head of our London Labor and Employment team. With more than 28 years of experience, her practice incorporates all aspects of employment law, both contentious and noncontentious, working for clients across a range of sectors including life sciences, media and marketing services, financial services, technology and retail, as well as commodities.

The majority of her clients are global corporates operating across a multitude of jurisdictions, including numerous listed companies (primarily London Stock Exchange (LSE) and New York Storck Exchange (NYSE)).

Janette's particular areas of expertise include: pay equity, gender pay, equal pay and pay reporting obligations; defending complex multi-claimant litigation, including litigation strategy, internal and external communications, effective case management (including the use of artificial intelligence (AI) and other e-discovery solutions) and instituting appeals (in the Employment Appeal Tribunal (EAT), Court of Appeal, Supreme Court, as well as references to the European Court of Justice (ECJ)); partnering with clients to plan and implement complex transformation programmes including multijurisdictional restructurings, contractual and/or policy changes, Transfer of Undertakings Protection of Employment (TUPE) (or the relevant equivalent) and outsourcing; and board level recruitment and severance, particularly in relation to cross-border confidentiality/restrictive covenant issues.

She also regularly advises on the employment aspects of mergers, takeovers and acquisitions including significant multijurisdictional transactions, as well as private equity transactions (Whether acting for investors or for management).

Janette is a regular speaker and presenter at seminars and conferences, as well as devising and delivering client-specific training across a range of topics including: global issues relating to pay equity; harassment and discrimination (particularly compliance, risk management and investigations); and the regulatory and employment law issues arising from non-financial misconduct. In particular, Janette's expertise in pay equity, pay transparency and equal pay has led to her being invited to speak at a number of high profile international employment law events, both in the UK and the US.

Janette is a passionate advocate for open and inclusive business culture – a key factor in her spending her entire career at our firm – and is actively involved in a range of initiatives designed to promote and maintain a responsible, empowering and inclusive culture for all, including *pro bono*, mentoring and sponsorship, as well as being one of the firm's Mental Health First-Aiders.

Experience

- Advising a key corporate client in relation to several acquisition-related board level terminations, including review of confidentiality and post-termination obligations, bonus and incentive scheme issues.
- Advising a major public authority regarding a fundamental change management programme, involving the exit of a significant proportion of its 2000-strong workforce.
- Acting as lead counsel in relation to the employment-related aspects of a strategic review of a highly complex and bespoke global share plan and in particular, changes designed to defend against unfair competition following termination of employment.
- Advising a FTSE 100 retailer in its defence of class action style equal pay litigation claims, including multiple appeals to the EAT, Court of Appeal and the Supreme Court.
- Advising a FTSE 250 company in relation to changes to bonus and commission structures for employees employed in 19 different jurisdictions including in Europe, the US and Asia Pacific.
- Advising a commodities trading company in relation to multiple employee confidentiality and competition issues including possible injunctive proceedings and complex cross-border enforcement issues.
- Advising the management buy-in team on its multimillion pound acquisition of a major healthcare provider.

Credentials

Education

- University of Warwick, LL.B.
- Nottingham Law School, L.P.C., 1997

Admissions

- England and Wales, 1999

Recognitions

- Recommended in *Chambers UK* 2026 for Employment: Employer, London
- Featured in *Legal 500 UK* 2026 for Employment: employers
- "I have worked a great deal with Janette Lucas on very large-scale equal pay proceedings. She is a first-rate solicitor. She is knowledgeable, sensitive, practical, efficient and effective. She dealt with huge challenges with remarkable grace and success". *Legal 500 UK* 2026
- "Janette Lucas is unrivalled in terms of her work ethic. She has particular expertise in equal pay and superb personal skills". *Legal 500 UK* 2026
- "She is hard-working, highly responsive and willing to go the extra mile for her client"s. *Chambers and Partners UK* 2026
- "Janette is an excellent lawyer, with incredible depth and breadth of knowledge". *Chambers and Partners UK* 2026
- "Janette is able to absorb and remain on top of complex factual and commercial situations. She handles situations with fortitude and grace and has an excellent understanding of her clients' needs". *Chambers and Partners UK* 2026

Expertise

Services

- Labor & Employment
- Data Privacy, Cybersecurity & Digital Assets

Industries

- Advertising, Media & Brands

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.