

## Joanne Halford

**Associate**

**Leeds**

T +44 113 284 7024

[joanne.halford@squirepb.com](mailto:joanne.halford@squirepb.com)



### About Joanne

Joanne Halford is an associate in the Labour & Employment Practice Group based in the Leeds office.

Joanne provides advice to clients on both contentious and noncontentious employment law matters and has advised clients from a number of sectors, including national retailers, manufacturers, and companies operating in the fast-moving consumer goods (FMCG) market.

Joanne provides *ad hoc* advisory and ongoing support to clients regarding day-to-day employment law queries (including investigations, disciplinary and grievance procedures, and compliance with ongoing obligations). Joanne also provides advice to clients on a range of contentious matters in the Employment Tribunal. Taking into consideration any legal risks for the client, Joanne provides business-led, commercially focused advice to help clients achieve the aim.

Joanne has experience in reporting to clients on National Minimum Wage and equal pay obligations, assessing potential liabilities and providing practical advice as to how these liabilities can be reduced and/or managed taking into account the client's business needs.

### Experience

- Dealing with *ad hoc* advisory support queries from clients, including the management of sickness absence, flexible working requests, senior leader exits and settlement agreement negotiations.
- Providing advice to clients on each stage of the Employment Tribunal process across a range of Employment Tribunal claims.
- Supporting and advising clients in respect of their sexual harassment obligations.
- Designing and delivering bespoke employee relations training to clients on a wide range of topics, including sexual harassment obligations, and without prejudice and protected conversations.

### Credentials

#### Education

- BPP University, LL.M., 2022
- The University of Law, G.D.L., 2020

## Admissions

- England and Wales, 2024

## Expertise

## Services

- Labor & Employment

## About our firm

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