

Louise Martin

Director

Leeds

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About Louise

Louise Martin is a director in our Labour & Employment Practice based in our Leeds office.

Louise joined the firm from an international law firm in 2006 and was appointed director in 2018. She has a wide variety of experience in both contentious and non-contentious employment law. Her key strength is defending Employment Tribunal claims for corporate clients, with a focus on managing complex litigation and assisting clients with serial litigants and serial grievance raisers.

Louise has successfully defended multiple claims brought by serial litigants for several clients and has secured strike out of discrimination claims.

In addition, she has worked with our litigation team to consider broader strategy in relation to restraining action against a serial vexatious litigant and successfully obtained a restraining order in the High Court against one such individual with the assistance of leading counsel.

Experience

- Advocacy in the Employment Tribunal, conducting preliminary hearings and substantive hearings in respect of a wide variety of employment matters.
- Obtaining a restraining order for a client in the media sector against a serial vexatious litigant-in-person in the High Court (with leading Counsel).
- Successful pursuit of costs applications for clients against vexatious claimants (including an award of all of the client's costs £170,000 (subject to a detailed assessment Hearing)).
- Working as part of a cross-office, cross law-firm team and with leading and junior counsel in defence of mass equal pay claims in respect of an Equal Value hearing.
- Working as part of a team defending complex race and sex discrimination complaints for a multi-day hearing, with a vast list of issues.
- Defending claims in the appeal courts and conduct of the defence of a claim pursued in the Court of Appeal (*Owen v AMEC Foster Wheeler Energy Ltd and another* [2019] EWCA Civ 822), on the meaning of direct discrimination and the justification defence in relation to indirect discrimination claims.

- Redundancy cases involving arguments relating to pooling scoring and bumping, including defending a multi-party redundancy complaint involving in excess of 60 plus claimants and allegations of failure to collectively consult.
- Presentations at seminars and training events organised by the firm. Contributor to the *Employment Law Worldview* blog, which aims to interest and educate, stimulate discussion, provoke and sometimes just to amuse with global insight into practical and legal HR issues relevant to employers everywhere.
- Conduct of data subject access requests.

Corporate

- Advising in relation to a complex joint venture arrangement in respect of employee relations issues and TUPE risks.
- Providing advice in relation to a complex divestment of business assets involving a staged TUPE transfer and employee relations issues arising from the transaction.

Credentials

Education

- College of Law, Guildford, L.P.C., (Distinction),
- College of Law, Guildford, Postgraduate Diploma in Law,
- University of Birmingham, B.Soc.Sci.,

Admissions

- England and Wales, 2006

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.