

Sean Field-Walton

Senior Associate

London

T +44 20 7655 1341

sean.field-walton@squirepb.com



About Sean

Sean Field-Walton is a senior associate in the Labour & Employment Practice Group.

Sean advises on all areas of contentious and non-contentious employment law. He has experience in a wide range of matters concerning each step of the employment relationship. This includes the preparation of staff (including board-level) contracts, advising on business restructures and redundancy exercises in both UK centric and international contexts, labour leasing matters throughout Europe, employee/worker status disputes, disciplinary and grievance procedures and project managing multijurisdictional employment law projects for global companies.

He has particular experience advising buyers, sellers and investors on the employment aspects of acquisitions involving workforces based in both the UK and across the globe, including in Japan, Australia, Canada, Taiwan, France, Spain, Philippines and the US.

He is a member of the London Young Lawyers Group and the LGBT+ Lawyers Division of the Law Society.

Experience

- Advising a multinational sustainability consultancy on six takeovers during an aggressive 2021 acquisition period, which involved leading the diligence on UK employment matters, coordinating international labour advice across multiple international jurisdictions and preparing transaction documents, which included key executive contracts.
- Advising a luxury fashion house in relation to two internal restructures of its management and floor staff, including subsequent redundancy exercises and appeals.
- Advising the same luxury fashion house in relation to its TUPE obligations in connection with its takeover of an existing concession, including input into the drafting of the associated concession agreement.
- Advising Britain's largest integrated energy company regarding the sale of its only gas-fired power station in the UK to an institutional investor on related workforce matters.

- Advising an LSE-listed medical products and technologies company on the restructure in relation to a grievance and investigation concerning alleged historic bullying and sexual orientation discrimination.
- Coordinated advice on the requirements of the European Whistleblowers Directive across 12 jurisdictions for a NASDAQ-listed business process services company.
- Coordinated advice regarding home working across 17 jurisdictions for an NYSE-listed multinational manufacturer and distributor.
- Advising a US-headquartered corporation providing safety solutions for fleet vehicles on a major acquisition of the UK's leading provider of electrical, lighting and vehicle safety products for commercial vehicles in a W&I backed deal with challenging timetables and a highly detailed diligence process.
- Advising the world's largest commercial real estate service company in relation to automatic unfair dismissal claims and claims that there were failures to comply with TUPE requirements in a complicated outsourcing project involving four other respondents.
- Advising the buyer of a golf course on workforce matters, conducting full due diligence and negotiating contractual protections in the SPA.
- Advising a city law firm on what was, at the time of admission, the most oversubscribed AIM IPO to date.
- Advising a preeminent hotel group in relation to its restructure, including redundancy, collective consultation and TUPE obligations.
- Defending a transport provider against age discrimination claims regarding its application procedures.
- Defending a transport provider against race discrimination, unfair dismissal and wrongful dismissal claims.
- Advising a senior equities trader/desk head on its whistleblowing and constructive unfair dismissal claims.
- Assisting UAE- and US-based clients with the establishment of their UK and EEA operations.

Credentials

Education

- University of Law LL.M. L.P.C., 2016
- University of Warwick, LL.B., 2015

Admissions

- England and Wales, 2018

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.