

Christi Scarborough

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Introduction

Christi joined chambers in 2015. She has a practical, commercial and client focused background, having previously worked in both the advice and IT sectors. Christi brings a conscientious, thorough and well prepared approach to her advocacy. She also sits part time as a Disability Member in the First Tier Tribunal (Social Entitlement Chamber).

Employment Law

Christi welcomes instructions from both employers and employees. She often appears on behalf of major UK employers dealing with issues such as unfair dismissal, whistleblowing, and discrimination claims. While working at Citizens Advice prior to her time at the bar she frequently assisted employees in negotiation and making employment tribunal claims. Christi's employment law experience includes appearing for the claimant in the widely discussed case of *Podlasiak v Edinburgh Woollen Mill ET/2701291/13*, where she successfully argued that a contractual token payment in lieu of holiday pay on termination of employment was not permissible under EU law.

Examples of recent work include:

- Representing a major supermarket defending a claim that it had discriminated against an employee by failing to keep in touch during maternity leave.
- Appearing on behalf of a security firm against a claim from an employee dismissed on grounds of conduct who claimed in respect of disability discrimination and breaches of the Working Time Regulations.
- Representing a food supplier in respect of a claim from an employee dismissed for failing to follow health and safety procedure who claimed dismissal on the basis of health and safety whistleblowing
- Appearing on behalf of a counselling charity defending a claim for unfair dismissal on the grounds of race.

Selected cases

- Podlasiak v Edinburgh Woollen Mill ET/2701291/13