

Rebecca Thomas

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Introduction

Rebecca was called to the Bar in 1999 and is a specialist in employment law. She is a member of the Employment Law Bar Association and the Employment Lawyers Association. She has extensive experience of all areas of employment work including unfair dismissal, discrimination, trade union law, whistleblowing and TUPE. As a member of the Equal Opportunities approved panel of Barrister's Rebecca developed a particular interest in discrimination law and is experienced at dealing with complex aspects of discrimination law such as indirect discrimination, maternity and equal pay. She regularly represents Claimants and Respondents both in Tribunal and at appellate level. Rebecca is often instructed in complex, high value and lengthy cases. Rebecca is also experienced in alternative dispute resolution. She frequently advises and represents parties in judicial mediations. In addition to representing individuals and small firms her regular clients include national companies, public sector organisations and a number of local authorities. Rebecca has particular experience in acting for the transport sector and representing employers with highly unionized workforces. In addition to her advocacy and advisory work Rebecca also provides in house training and seminars on a range of employment matters. Her 'Witness Workshop' designed to provide employees with an introduction to the Tribunal process is particularly popular. As well as being a skilled advocate Rebecca is also known for her excellent client care skills.

Selected Cases

- *Wieclawski v. London Underground* UKEAT/0074/17/LA successfully defended appeal against Tribunal findings on disability and reasonable adjustments.
- *CD v. (1) XC Trains (2) ASLEF and ors* [2016] IRLR 745 successfully appealed Tribunal's finding that employer had indirectly discriminated against female train driver.
- *Itulu v London Fire & Emergency Planning Authority* UKEAT/0055/16/LA appeal in relation to costs awarded against the Claimant for unreasonable conduct.
- *Lynch v. London Underground* Represented London Underground in high profile unfair dismissal case involving threatened industrial action
- *Rule v. University of the Arts* UKEAT/0245/10/CEA Successfully represented Claimant in Tribunal and in the EAT (with costs) in a case of disability and sexual orientation discrimination. The tribunal award was

the highest compensation awarded in a mixed jurisdiction case that year

- Kelly-Madden v. Manor Surgery [2007] IRLR 17 leading case on the interpretation of s98A ERA 96

Other information

In addition to her court and advisory work Rebecca regularly provides training and lectures on legal developments and practice and procedure.

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