

## DEBBIE GRENNAN

CALL: 1997

"She's tremendous: she's very strong, very diligent and very sensible."

*Chambers UK 2019*

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Debbie is a highly sought-after and experienced employment & discrimination barrister.

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### PRACTICE AREAS

- Employment & Discrimination
  - Professional Discipline
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### EMPLOYMENT & DISCRIMINATION

Debbie has a balance of claimant and respondent work which covers all aspects of employment and discrimination issues, as well as trade union law. She appears in the Court of Appeal and the Employment Appeal tribunal, as well as in the High and County Courts and employment tribunals.

Debbie represents parties from the public and private sectors. Her work regularly involves complex cases of whistle-blowing, discrimination, TUPE and related matters as well as claims in respect of restrictive covenants and injunctive relief. She is experienced in dealing with equal pay litigation and is currently instructed in two separate sets of multi-party public sector claims on behalf of local authorities and further equal pay litigation brought by a very senior employee against one of the UK's leading banks. She also advises and appears in respect of trade union matters, including issues relating to recognition, collective agreements and industrial action.

Debbie's employer clients include:

- Local authorities
- NHS Trusts & Health Boards
- The Met Office
- Schools
- Clearing banks

Debbie's employee clients include senior employees from various professions including celebrity chefs and football club directors to medical professionals and senior oil industry and public sector workers.

Debbie is on the EHRC panel of approved barristers.

## SIGNIFICANT CASES

- **Gallop v Newport City Council [2013] A2/2012/2073 (CA) and UKEAT/0586/10 (EAT)** - Dealing with the requirement of knowledge of disability and (in the EAT only) the admissibility of without prejudice communications when assessing compensation for unfair dismissal.
- **Plymouth City Council v White UKEAT/0333/13** - Relating to the correct test for specific disclosure of documents.
- **Obokoh v Hywel DDA Health Board UKEAT/0407/12** - Dealing with the correct approach to wasted cost orders against a party's representative.
- **Obokoh v Hywel DDA Health Board UKEAT/0089/12** - Relating to SOSR dismissals and immigration status.
- **Somerset County Council v Chaloner UKEAT/0600/12** - Dealing with the correct approach to redundancy dismissals in the context of a business reorganization.
- **Singh v Bristol Sikh Temple UKEAT/0429/11** - Relating to the employment status of a Sikh priest.
- **Wheeler (Westbury) v Smallwood UKEAT/0455/10** - Regarding Service Provision Changes under TUPE.
- **Hooley v Truro School UKEAT/0234/10** - Dealing with causation of loss and assessment of damages in unfair dismissal claims.
- **Cherrington v Plymouth City Council UKEAT/0449/09** - Relating to the definition of a protected disclosure in the context of whistle-blowing.
- **Wright v Weed Control Ltd UKEAT/0492/07** - Dealing with the jurisdiction of employment tribunals to hear cases for breach of confidence.
- **Ranger v BIT Systems UKEAT/0049/07** - Relating to unfair dismissal and the failure of the ET to have regard to all material facts.
- **Walker v Hiberna FM Ltd UKEAT/0242/06** - Dealing with territorial jurisdiction in respect of a civilian working in Kosovo.
- **Mark Insulations v Bunker UKEAT/0331/05** - Concerning continuity of service under the ERA.
- **Scorah v Thomas UKEAT/0577/05** - Relating to Polkey deductions.

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PROFESSIONAL DISCIPLINE

DISCIPLINARIES & APPEALS

Debbie deals with all types of internal disciplinary and appeal processes. For employers, she has chaired internal hearings and on other occasions has provided specialist employment advice in respect of their processes and decisions. For employees, Debbie has particularly expertise in dealing with cases which have potentially career-ending consequences, most notably for senior medical staff and headteachers.

## HEALTHCARE REGULATION

Debbie regularly undertakes work in respect of proceedings before professional regulators. Recent work includes advising and appearing in proceedings before the General Medical Council, the General Dental Council, the General Optical Council and the Nursing and Midwifery Council.

Debbie's work encompasses both interim and final hearings.

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## RECOMMENDATIONS

- [Who's Who Legal - UK Bar 2015](#)
  - [Chambers UK 2015](#)
  - [Chambers UK 2014](#)
  - [Legal 500 2014](#)
  - [Legal 500 2013](#)
  - [Legal 500 2012](#)
  - [Legal 500 2011](#)
  - [Legal 500 2010](#)
  - [Legal 500 2009](#)
  - [Legal 500 2008](#)
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## MEMBERSHIPS:

- Employment Lawyers Association
  - Employment Law Bar Association
  - Industrial Law Society
  - Western Circuit
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## EDUCATION:

- LLB Hons
  - LLM, Medical Law & Ethics
  - Bar Vocational Course
  - Winner of the Lady Shaw prize as the highest placed female Grays Inn student
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## RECENT NEWS

- Members of Guildhall provided training to NHS England, Department of Health & Local Government
- Debbie Grennan and Julian Allsop are delighted to be able to assist the Employment Lawyers Association
- ELA Webinar - Masterclass on Employment Claims in the Civil Courts - Feb 2016
- Debbie Grennan & Julian Allsop: A Masterclass - EMPLOYEE COMPETITION - Sept 2015
- Debbie Grennan and Julian Allsop to speak at DASLS Employment Law Update, Exeter Racecourse on 13 April 2015.
- ELA Masterclass - Employment Claims in the Civil Courts 2015 -Jan 2015

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