

LOTTIE MALLIN-MARTIN

Call 2019

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Lottie (Charlotte) Mallin-Martin specialises in Chambers' core practice areas of **Commercial** and **Employment & Discrimination** law.

She is a busy junior who continues to build her mixed practice, and she is well-placed to act in or assist with, disputes engaging both areas of law. Lottie has already been instructed as junior counsel in complex disputes where High Court and Employment Tribunal proceedings are running concurrently.

Lottie has already appeared before the EAT and the High Court.

Lottie is passionate about Pro Bono work. She is currently the Western Circuit's Pro Bono representative and a member of Advocate and the Bristol Pro Bono Group.

Prior to joining Guildhall Chambers, Lottie worked as a paralegal in Burges Salmon LLP's Dispute Resolution Unit. She worked closely with fee earners acting in high value professional negligence claims and shareholder litigation.

Lottie enjoys road cycling and mountain biking, having competed in the sport since the age of 11. In 2014, she won the Junior Women's National Downhill Biking championships.

Expertise

Commercial Dispute Resolution

Lottie accepts instructions in a wide variety of commercial matters. However, Lottie's mixed commercial-employment practice means that she is particularly welcomes instructions in company/shareholder litigation and partnership disputes.

She has already been led by senior members of the Commercial Team, in high value unfair prejudice petitions.

Lottie also has experience advising on, and assisting with, large-scale disclosure exercises in this type of litigation.

Lottie is regularly instructed in Small Claims and Fast Track matters in the County Court, together with interim applications in the High Court. As part of her advisory and drafting work, Lottie has settled pleadings and advice notes in small claims as well as high-value cases, and is regularly instructed to deal with cases involving:

- Disputes between individuals and SMEs
- Financial institutions
- Negligent work of construction professionals

Featured Commercial Dispute Resolution cases

LH v JK

Acting for the Petitioner (led by Hugh Sims KC) in a dispute over a start-up operating in the fashion industry.

S v L

Acting for Petitioner and Claimant (led by Allan Roberts) in a dispute concerning summary dismissal of the co-founder of a company manufacturing parts for the aerospace industry.

F v RT & T Ltd (ongoing)

Acting for the Respondent to the main Petition and Petitioner in two Counter Petitions (led by James Wibberley).

R LLP (ongoing)

Acting for the LLP in a multi-million pound partnership dispute.

Employment & Discrimination

Lottie accepts instructions in all areas of employment and discrimination law, acting for both claimants and respondents in the public and private sector.

Lottie successfully appeared before the EAT in [Davies v EE Limited \[2022\] EAT 91](#). The EAT agreed that the Tribunal had erred in law when finding that the claimant's pleaded provision, criterion or practice was not applied to her. The claimant's claim for failure to make reasonable adjustments (ss.20, 21 & 39 EqA) and discriminatory dismissal (ss.39(2) & (7)(b) EqA) were remitted to a fresh Tribunal.

Lottie has been instructed to appear in several one-day and multi-day employment tribunal hearings, and

her drafting and advisory work captures the full suite of employment and discrimination litigation.

Lottie is regularly instructed to represent parties at preliminary hearings in which disability status and applications for strike out / deposit might be determined.

Lottie also acts for parties in County Court proceedings involving alleged breaches of the Equality Act 2010.

Featured Employment & Discrimination cases

Stratton v Aareon UK Ltd (1300790/2022)

Successfully defending her respondent client in a four day trial of unfair (constructive) dismissal and direct sex discrimination.

Letherby v Abraham Nursing Homes Ltd (1600728/2021)

Successfully representing a claimant client in a five-day trial for whistleblowing detriment and automatically unfair dismissal.

Foley v Maritime & Coastguard Agency (4100038/2022)

Successfully representing a claimant client in their two-day unfair dismissal complaint in the Aberdeen Employment Tribunal.

C & B v P

Securing a five figure sum for her clients in their claims of unfair dismissal and underpayment of the National Minimum Wage.

A v W

Acting for a vulnerable claimant in his disability discrimination claim against a major UK retailer.

Business Protection & Injunctions

Lottie's mixed commercial-employment practice makes her particularly well-suited to assist with business protection disputes.

Lottie has acted for a defendant (led by [Allan Roberts](#)) on a high-value claim involving the alleged misuse of confidential information in the freight forwarding industry. The claim included allegations of breach of the implied terms of the employment contract and/or fiduciary duties, and the economic torts of inducing, or

procuring, breaches of contract.

Her advisory work includes assessing the efficacy of covenants purporting to impose post-termination restrictions on sales representatives in the pharmaceuticals industry.

Education

- Queen Mother Scholarship and Harmsworth Entrance Exhibition Award, the Honourable Society of the Middle Temple
- BPTC (Outstanding), University of the West of England
- LLM (Distinction), University of Bristol Law School
- BA Law, Clare College, University of Cambridge

Memberships

- Industrial Law Society
- Employment Lawyers Association
- Chancery Bar Association
- Member of the Government Legal Department's Junior Junior Scheme

Publications

Lottie has co-written an [article](#) with [Hugh Sims KC](#) and [Katie Gibb](#) on the scope of a director's duty to disclose conflicts of interest.