

# 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. Her cross-over specialisms include employee / shareholder competition and shareholder / partnership disputes.

Lottie has already been instructed as junior counsel in complex, multi-million pound disputes in the High Court and Employment Tribunal. She is often called upon to assist in cases where proceedings are running concurrently in the Tribunal and Civil Courts.

Lottie has already appeared successfully 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, the Bristol Pro Bono Group and the Hampshire Pro Bono Group. She was recently shortlisted as a finalist for Advocate's 'Young Pro Bono Barrister of the Year' award at Advocate's national pro bono awards.

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 Mountain Biking championships.

## Expertise

### Company, Shareholder & Partnership Litigation

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Lottie's mixed commercial-employment practice means that she 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.

## Featured Company, Shareholder & Partnership Litigation cases

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### **LH v JK**

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

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### **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.

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### **F v RT & T Ltd**

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

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### **R LLP**

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

## Business Protection & Injunctions

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

Recent cases include:

- Acting for the defendants (led by [James Wibberley](#)) in an employee-shareholder competition case, with the high watermark of the claim value being in excess of £400m.
- Acting 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:

- Working with her client to manage misuse of confidential information by an ex director/employee operating in the corporate hospitality industry.
  - assessing the efficacy of covenants purporting to impose post-termination restrictions on sales representatives in the pharmaceuticals industry.
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## Employment & Discrimination

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Lottie accepts instructions in all areas of employment and discrimination law, acting for both claimants and respondents in the public and private sector. Her employee clients include doctors, carers, police officers, journalists and HR professionals. Her respondent clients include Police Forces, a Premiership rugby team, local government, blue chip firms including John Lewis plc, and national recruitment agencies.

Lottie has already appeared, successfully, 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 is regularly instructed to appear in multi-day whistleblowing and discrimination trials (including on issues of Equal Pay). Her drafting and advisory work captures the full suite of employment and discrimination litigation.

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

### Featured Employment & Discrimination cases

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#### **VWM (ongoing)**

Led by Debbie Grennan, acting for the respondent to high value, multi-party case concerning allegations of whistleblowing detriment and dismissal in the financial services sector.

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#### **Edreira v Severn Waste Services Ltd (1307859/2022)**

Successfully defending her respondent client in a multi-day trial concerning allegations of age discrimination and age related harassment.

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#### **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.

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#### **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.

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#### **Foley v Maritime & Coastguard Agency (4100038/2022)**

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

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## A v W

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

## Independent Investigations

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A growing part of Lottie's practice is in conducting independent workplace investigations. Lottie's skillset is particularly well-suited to this discipline. She is very user-friendly and can utilise her exceptional attention to detail to prepare impartial, fully reasoned written reports for use in the workplace.

Lottie was recently instructed to investigate allegations of bullying, harassment, and retaliatory treatment by the chairman of a global manufacturing group towards a junior member of staff.

## Commercial Dispute Resolution

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Lottie accepts instructions in a wide variety of commercial matters.

Lottie is regularly instructed to attend hearings in the County Court and High Court, and her experience of employment tribunal litigation makes her particularly well-suited to appear in long, multi-track trials with lengthy cross-examination of multiple witnesses.

As part of her advisory and drafting work, Lottie's regular clients include solicitors firms, financial institutions, international businesses and more local SMEs. She also receives repeat instructions from firms representing individuals in their negligent construction disputes.

## Awards



## Education

- Queen Mother Scholarship and Harmsworth Entrance Exhibition Award, the Honourable Society of the Middle Temple
  - BPTC (Outstanding), University of the West of England
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- 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.