



[Kate Hodgkiss](#)

Partner

HEAD OF EMPLOYMENT, SCOTLAND

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Kate Hodgkiss has been involved in firm-wide initiatives, acting jointly with clients, to provide responses to Government Consultation Papers relating to the introduction of the Age Discrimination Regulations and the Single Equality Act.

Kate also acts for a wide variety of other clients, including public bodies and private organisations of all sizes.

Kate advises a number of professional service providers, including one of the Big Four Accountants on all areas of employment law.

Kate is head of the Employment team in Scotland, having previously been a partner in the London team.

RELATED SERVICES

- Employment

RELATED SECTORS

- Insurance

EXPERIENCE

KEY EXPERIENCE

- Coordinated and provided tax and pension advice to leading global insurance company
- Successfully defended Big Four Accountancy Firm in case of alleged discrimination on grounds of nationality before the Employment Tribunal. This was a potentially high value case against a difficult Claimant. The issues in the case, which initially included allegations of unlawful sex discrimination, were successfully narrowed ahead of the hearing, reducing the client's exposure and potential relief.
- Acted for the largest independent Insurance Broking Firm to obtain injunctive relief against former employees who had left and set up in competition, in breach of their restrictive covenants, and where confidential information belonging to the Company had been unlawfully obtained. In the second of these cases the proceedings were also brought against the Insurer supporting the individuals. Both cases were successfully settled, the first part way through the proceedings and the second following mediation, with substantial damages and costs being recovered for the client.
- Acted for leading broadcasting company and advised on a contested intra-group transfer of staff, prior to the acquisition of the affected part of the business by a venture capitalist company. We devised a consultation strategy and provided support throughout the process to the client in order to secure the transfer of staff ahead of the transaction

- Provided advice to professional service organisation on collective redundancy process which was part of a larger restructuring exercise, including advice on election of representatives and format of consultation meetings with employees. We were able to assist the client in structuring their proposals to maximise benefit from the interpretation of the statutory use of "location" in order to expedite the plans and maximise benefits to the employer and employees.
- Advised on all aspects of transaction where global Media Company acquired specialist media services provider, including due diligence and transition of employment of key personnel to the purchaser's employment. Provided subsequent advice on the gradual transfer and integration of employees.

CREDENTIALS

Professional Qualifications

- Solicitor of the Senior Courts of England and Wales

Education

- Lancaster University, Law LLB (Hons)
- Nottingham Law School

INSIGHTS

Publications

Mental Health Matters: Managing Wellbeing in UK Workplaces

2 October 2019

Employees' mental health is being acknowledged and spoken about openly in a way that it has never been before in the UK, but the statistics show that stress at work remains a growing problem.

Our Employment team has launched a Mental Health report. Entitled *Mental Health Matters: Managing Wellbeing in UK Workplaces*, the report reviews the impact of mental illness in the workplace and suggests key actions employers should take. It aims to help employers strike the right balance using a proactive approach and provides some tips on handling difficult scenarios where there is a negative impact in the workplace.

Kate is a regular speaker at both external seminars and internal briefings for clients. She has spoken and written on a wide range of subjects relating to the employment relationship. These include all aspects of maternity and family friendly provision; managing difficult employees; discrimination provisions; redundancy and the employment issues connected with restructuring of organisations.

Kate is the former editor of the teams 'Be Aware' publication which is a regular bulletin to brief clients on important developments within the workplace and in employment law.

Events

Previous

UK: Employment law training

9 September 2020

International employment law training

UK: Coronavirus and International Employment Law - Future planning and preparation

7 May 2020

National Seminar Series Webinar – Coronavirus: Employment Law issues you need to be aware of, including a Q&A session

6 April 2020
Webinar

UK: Employment law update

21 November 2019
International employment law training
London
