



### Sandra M Wallace

Partner

JOINT MANAGING DIRECTOR, UK AND EUROPE

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#### Birmingham

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Sandra has a market leading reputation in the UK - acting for stand out national and international clients on the full remit of employment law services. She offers strategic and commercial advice on business reorganisations, executive disputes and employee relations particularly complex disciplinary and grievance matters. Sandra has built up a reputation acting on high level discrimination and equality and diversity matters and is able to support clients on their complete employment law requirements.

Sandra spends a large proportion of her time working with a portfolio of global businesses on global policy matters, contract reviews, changes to terms and conditions, and business integration post-merger.

Sandra is DLA Piper's Joint Managing Director for Europe.

## EXPERIENCE

- Acting for a leisure industry client on changes to terms and conditions, including pay, for 1500 employees. Handling all employee relations issues, consultation and contractual changes
- Defending an employment tribunal litigation involving claims of discrimination, constructive dismissal and whistleblowing. This included securing a Restricted Reporting Order to protect the client's company reputation and brand
- Advising on applicable terms and conditions that are both necessary and market leading for a client operating in over 25 jurisdictions
- Advising post acquisition on a business reorganisation to align marketing, sales and support functions in the UK and advising on senior director level changes

## CREDENTIALS

## RELATED SERVICES

- Employment
- Diversity, Discrimination and Equal Pay
- Employment Litigation and Dispute Resolution

## RELATED SECTORS

- Hospitality and Leisure
- Industrials
- Government Contracting
- Consumer Goods, Food and Retail
- Energy and Natural Resources

## Professional Qualifications

- Solicitor of the Senior Courts of England and Wales

## Education

- Wolverhampton University, Law LLB, 1994
- Chester College of Law

## INSIGHTS

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### Publications

#### Diversity and Inclusion - how does the retail sector fare in the boardroom?

5 JUN 2019

With diversity and inclusion fast becoming a hot topic on the agenda for almost every business across the globe, there is no doubt that the requirement for a more diverse board is increasing.

The consumer goods and retail landscape is rapidly evolving. Now more than ever, consumers are seeking more diverse products from which to choose and a variety of different ways to shop. With the need for the overall customer experience to reflect this broadening diversity, is the sector sufficiently diverse to be equipped with the varied cultural knowledge and understanding to take on the challenge?

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### Events

Sandra has provided extensive client training throughout her legal career. She focuses on presenting training and workshops which are tailored to clients' needs, including topical and entertaining case studies and practical guidance to up-skill client legal HR and management teams.

Sandra has also spoken at conferences in New York on behalf of the ORC (now part of Mercers) to international employers on UK employment law.

## NEWS

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#### New report finds retail sector leadership diversity deficit will affect future competitiveness

5 JUN 2019

DLA Piper and executive recruitment and diversity consultancy Green Park today launch *The Retail Leadership 700* report, which reveals for the first time the extent of the lack of diversity within the leadership teams of the top US, UK and European retailers.

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#### DLA Piper refreshes International Executive team

30 NOV 2018

DLA Piper today announces a number of changes to its International Executive team, all effective as of 1st January, 2019. The refresh follows the re-election of Simon Levine as International Managing Partner for a second term, and have been made in

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order to support the firm's wider strategy towards innovation and improved alignment across regions, practice groups and sectors.

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