



Kate Hodgkiss

Partner

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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.

• Employment

• Insurance

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

UK Employment Law Podcast Episode 3: The Brexit Impact on Immigration for UK Businesses

24 November 2020

UK Employment Law Podcast

In this edition of the DLA Piper UK Employment Law podcast series, employment partner Kate Hodgkiss speaks with Lisa Roberts, our in-house immigration specialist on the immigration impact Brexit will have on UK businesses.

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
