

Rachel Billen

Senior Associate



rachel.billen@brownejacobson.com

+44 (0)330 045 2803



Rachel is a senior associate. Recognised as a key lawyer in the Legal 500, she works for a diverse base of employer clients and specialises in employment for education.

She deals with both tribunal claims and day-to-day employment matters, including for insured clients, regularly dealing with cases which are particularly sensitive. Her caseload includes unfair dismissal, discrimination, wrongful dismissal, breach of contract, injunctions/interim relief and employment related civil claims.

She works closely with maintained, academy and independent schools. This work includes dealing with the TUPE aspects of academy projects, as well as tribunal claims and day-to-day advice, such as advising clients on redundancies and restructure processes, disciplinary and grievances, performance management and sickness absence. She also provides legal support to our team of HR consultants. She is currently representing the Farmor's School on a key case looking at the intersection between the freedom to manifest religious belief and the protection of those who are gay or transgender.

Expertise

Services

Education law

Employment

Featured experience

Insured client

Dealing with a difficult and factually complicated set of Employment Tribunal claims, in relation to allegations of bullying and harassment, whistleblowing and discrimination.

The matter was particularly challenging leading to numerous preliminary issues. The claims were handled robustly and disposed by way of a commercial settlement to the satisfaction of the insured client.

The Farmor's School

Representing the Farmor's School on one of a number of key cases looking at the intersection between the freedom to manifest religious belief and the protection of those who are gay or transgender. This case is highly topical in wider society, attracting significant media coverage.

Testimonials

Clients

"I just wanted to thank you for all your support during this very long process. It's been gruelling, but your professionalism, calm approach and good humour have been invaluable and kept us going. Thank you for all your support – very much appreciated."

Client,

"Thanks for all of your help, ... but as Alex [Berkshire] was previously you have been excellent in making the process as easy for the school as possible."

Client,