

Samantha Sargeant

Associate

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Samantha specialises in both contentious and non-contentious employment law matters across the firm. She works closely with our healthcare and private sector clients, offering bespoke, practical and proactive advice. Samantha has experience advising on a wide range of issues including disciplinaries and grievances, employment tribunal claims, discrimination, policies and procedures, TUPE and other general day-to-day HR matters.

Samantha first started her legal career with a claimant focus, developing a good understanding of the mindset and tactics of individuals when bringing claims within the Employment Tribunal. This has been beneficial when working alongside businesses and Trusts in defending claims, and ultimately formulating case strategy.

Expertise

Sectors

Health

Social care

Featured experience

Case strategy

Advising a Trust in connection with an employment tribunal claim, implementing a hard-hitting strategy within the preliminary hearing. The Claimant withdrew his claim the next day, which was a very successful and cost-effective outcome for the Trust.

Complex litigation

Advising and supporting a Trust to defend a 15-day Employment Tribunal claim, citing race, age and sex discrimination, alongside automatic unfair dismissal as a result of alleged protected disclosures.

Policy support

Advising a Government Arm's Length Body in respect of the creation of a myriad of HR policies.

TUPE advice

Advising a private sector client of their TUPE obligations as part of a transaction worth over £2m.