

## Ceri Widdett


Call 1994



### Clerks' Details

 Ian Spencer  
 0113 203 1971

 Nicole Haigh  
 0113 203 1975

 Daniel Highfield  
 0113 203 1985

### Appointments

- Equality and Human Rights Commission preferred panel of Counsel

### Memberships

- Employment Law Bar Association
- Personal Injury Bar Association

### Education

- BA (Hons) Keele University (Class II.i, 1993)
- Bar Vocational Course, BPP Law School (Very Competent, 1994)
- Wansbrough Willey Hargrave Scholarship, Keele University (1994-1996)

### Employment

#### Overview

Ceri has extensive experience of equality law including sex, race, disability, gender reassignment, pregnancy, marriage and civil partnership, religion or belief, sexual orientation and discrimination in the provision of goods, facilities and services.

She also undertakes all other aspects of employment law including whistleblowing. Ceri has been instructed to advise and act on behalf of numerous Local Authorities and unions including the Police Federation and the MPS. She has advised the Football Association on the impact of equality law outside the workplace.

Ceri recently appeared in the Court of Appeal and has extensive experience of working with vulnerable clients and high value claims.

Ceri is a national trainer in root cause analyses methodology as a tool for resolving disputes. She offers training to organisations on how to carry out internal grievance and disciplinary hearings, and representing and advice at such hearings.

## Recommendations

### Chambers and Partners

“Very experienced in discrimination cases.” (2018)

“Clients always love her approach as it gets to the root of the issues in a no-nonsense manner.” “Her conduct in the tribunal is impeccable and of the highest standard.” (2017)

“She’s reliably consistent, she has a brain the size of a planet and she’s particularly good at health type cases.” “She comes across well with clients and tells it like it is.” (2016)

“Ceri Widdett of Exchange Chambers focuses on proceedings relating to discrimination issues. She frequently acts for health authorities. Strengths: “She is able to adapt her style and approach. She is prompt and very able in any issue.” (2015)

“Has a wide practice that covers all aspects of employment law, with a particular focus on discrimination matters. She also receives regular instructions on claims relating to stress at work, whistle-blowing.” (2014)

“...particularly excels in discrimination law.” (2013)

“...impresses with her particular expertise in discrimination law matters.” (2012)

“...a solicitor’s favourite” and “is always on top of a case and has a very clear understanding of the law.” (2010)

### The Legal 500

Since 2004, Ceri has been annually cited in the Legal 500 as a recommended specialist in Employment Law.

“Highly recommended for discrimination and whistleblowing matters.” (2018/19)

“Very experienced in discrimination cases.” (2017)

“A specialist in discrimination claims.” (2016)

“She is a fighter, and is good with clients”. (2015)

“...an extremely skilled, confident and tenacious advocate who keeps a cool head in the tribunal”. (2013)

## Cases

### ***Robinson v West Yorkshire Police Court of Appeal***

The case involved alleged negligence by police officers whilst carrying out their duties and the relevance of the immunity principle in *Hill v Chief Constable of West Yorkshire* [1988] 2 WLR 1049. Judgment was handed down in February 2014.

### ***Homer v Chief Constable of West Yorkshire***

[2009] ICR 223, [2009] IRLR 262 Ceri represented the Claimant at first instance and in the EAT in one of the first indirect age discrimination claims. She successfully obtained permission to appeal to the Court of Appeal. The Claimant was eventually successful in the Supreme Court.

### ***Campbell v Leeds United AFC***

[2009] EW Misc 4 (EWCC) 3 April 2009 Ceri represented the Claimant in direct race and sex discrimination claims. Further represented the Claimant in the High Court in a claim for Occupational Stress at Work. She successfully argued issue estoppel in the Claimant's favour.

***Nationwide Leisure Ltd v Parnham*** (UKEATPA/0724/09) Successfully argued an extension of time for submission of an appeal.

### ***Girvin v Humberside Probation Trust***

(UKEAT/0197/09/DA) Represented the Respondent at first instance and on appeal at the Employment Appeal Tribunal in a claim alleging direct disability discrimination and disability-related discrimination.

### ***Gameplay (GB) Ltd. v McLaughlin***

[2003] UKEAT 323 Recoverability of costs in the Employment Tribunal.

## Publications

“Quick fire questions and answers on Shared Parental Leave”, mothersmeanbusiness.co.uk (2016)

“The Facts – Statutory Maternity Leave”, mothersmeanbusiness.co.uk (2016)

“Managing Sickness Absence”, Cascade (August 2016)  
<https://www.cascadehr.co.uk/effective-absence-management-2016>

“Whistleblowing – New Challenges for Employers”, Local Government Lawyer, 7th March 2013

Justifying Treatment and Other Stories – Tameside and Glossop Acute Services NHS Trust v CM (A Patient), Feminist Legal Studies, Vol V, No 1, 1997

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## Beyond the Bar

### Recent Seminars

“How to manage long-term sickness absence in the workplace”, (December 2016)

“Sexual Harassment in the workplace: raising voices and developing strategies”, (June 2016)

“Stress at work claims: how to avoid the pitfalls”, (May 2016)

“Estoppel Pitfalls for Employment and Personal Injury Lawyers”, (March 2015)

“Police negligence: Answering a call for help but at what cost?” (March 2014)

“Stress and Mental Health in the Workplace”, Unite Regional Equality Conference, (Nov 2013)

“Redundancy and Dismissal: Shaping New Law into Highly Developed Advice for Employers, “How do you identify suitable alternative employment and what happens when there are limited roles and the rights of different groups conflict, for example, disabled employees and those on maternity leave? How do you deal with employees who are off sick and refusing to engage in the redundancy process and/or claiming that the process itself is making them unwell?” Whitepaper Conference (Nov 2013)

### Webinars

“Maternity, paternity and shared (grand) parental leave”, Personnel today (October 2016) <http://www.personneltoday.com/hr/maternity-paternity-and-shared-grandparental-leave-webinar/>

“Managing long-term sickness absence”, Personnel Today (July 2016) <http://www.personneltoday.com/hr/leave-absence-managing-attendance-fairly-demand-webinar/> (July 2016)