Ceri Widdett

Call 1994

Clerks

Ian Spencer
0113 203 1971

Nicole Luna
0113 203 1975

Max Cotterill
0113 203 1973

Sara Baxter
0113 203 1970

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)

Police Law

Ceri Widdett has nearly 20 years' experience representing police officers and acting against police forces in civil actions against the police. She has been consistently recognised by Chambers and Partners as a leader in her field and which cites: "Clients always love her approach as it gets to the root of the issues in a no- nonsense manner" (2017).

She has extensive regulatory and disciplinary experience and regularly appears at Nursing and Midwifery Council (NMC) and the Health Care Professional Council (HCPC) hearings.

Ceri recently appeared in the Court of Appeal in the high profile case of Robinson v West Yorkshire Police [2014] P.I.Q.R. P14. She is regularly instructed in damages claims against the police, including tort claims for false imprisonment, malicious prosecution, assault, misconduct in a public office and negligence. Ceri also previously successfully represented a police officer facing Part 20 civil proceedings for sexual assault whilst on duty.

Ceri previously acted on behalf of the claimant in one of the first age discrimination cases before the Supreme Court (Homer v The Chief Constable of West Yorkshire [2009] ICR 223, [2009] IRLR 262) and has acted for numerous police officers in claims of discrimination and whistleblowing.

Ceri is a national trainer in root cause analyses and has been instructed to advise and act on behalf of the Police Federation, numerous Local Authorities and Unions and the MPS. She recently advised the Football Association on the impact of equality law outside the workplace.

Police Cases

Selected Reported Cases include:

Robinson v The Chief Constable of West Yorkshire Police [2014] P.I.Q.R. P14

Homer v The Chief Constable of West Yorkshire [2009] ICR 223, [2009] IRLR 262

Campbell v Leeds United AFC [2009] EW Misc 4 (EWCC)

Nationwide Leisure Ltd v Parnham (UKEATPA/0724/09)

Girvin v Humberside Probation Trust (UKEAT/0197/09/DA)

Gameplay (GB) Ltd. v McLaughlin [2003] UKEAT 323

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)

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

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)