



Alice accepted tenancy at 5 Essex Court in September 2014 following the successful completion of her pupillage. Prior to this Alice had graduated from Cambridge with a Double First in Philosophy in 2011, and was called to the Bar in July 2013 after converting to Law.

Alice accepts instructions in all of Chambers' main practice areas. She has undergone vetting and is part of the Government Legal Department's "Baby Barrister" scheme.

Practice Areas

POLICE LAW

INQUESTS

PERSONAL INJURY LAW

EMPLOYMENT LAW

LICENSING LAW

Clerks

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Police Law:

Alice has extensive experience of all stages of civil actions against the police, successfully defending her first 2-day multi-track civil claim (assault and breach of Article 8 ECHR) in the High Court during her first year of tenancy. Recognising the benefits of early resolution, Alice has obtained strike-out, summary judgment or withdrawal in a number of claims. These include a re-issued claim struck out following her written submissions on abuse of process, and a dog-bite claim in negligence and breach of Articles 3 and 8, which was withdrawn after her oral submissions.

As well as representing forces at trial, her expertise includes advising on merits and quantum, drafting pleadings and making preliminary applications. As junior counsel Alice has been instructed in high-value, high-profile and complex claims involving multiple claimants and defendants.

Alice is also instructed to act in civil applications including those under the Proceeds of Crime Act, the Sexual Offences Act, the Modern Slavery Act, the Family Law Act and the Female Genital Mutilation Act. Alice has particular experience in FMPO and FGMPPO applications contested by the person to be protected. Alice is currently instructed in an STRO application brought against 9 respondents.

Alice has significant experience in representing police forces in Court of Protection and Family Court proceedings. She recently acted in an application for an injunction to prevent child sexual exploitation under the inherent jurisdiction of the High Court.

Alice advises on a broad range of operational and procedural matters for the police such as the revised bail provisions, police collaboration agreements, mental health issues and discrimination law. She has a particular insight into the important practical and legal considerations which arise when acting on behalf of the police having worked in-house with a number of police forces.

Inquests and Inquiries

Alice acts on behalf of public bodies in PIRs and inquests (including Article 2 inquests). She has particular experience of inquests involving deaths in or following custody, and/or mental health issues health issues, and those involving a number of interested parties, such as NHS Trusts, prisons, transport authorities and the IPCC.

Alice is currently instructed by police forces as junior counsel in two strands of the Independent Inquiry into Child Sexual Abuse.

Public Law

Alice is instructed at all stages of judicial review claims, to advise, settle summary and detailed grounds and act at both permission and substantive hearings. At a recent substantive hearing she successfully defended an Article 8 challenge to a licensing policy.

Employment and Disciplinary:

Alice frequently advises and represents Appropriate Authorities in police disciplinary hearings, often involving serious and/or sensitive allegations. She is currently instructed in a 6-day disciplinary hearing involving 4 officers in relation to a death in custody. In the Police Appeals Tribunal, Alice has successfully defended an appeal brought on the grounds of unreasonable outcome and breach of procedure/unfairness.

Alice acts in all employment law matters for public and private clients, and has particular expertise in discrimination law, employment status issues, and claims involving multiple respondents. Matters she has recently advised on, drafted pleadings for and/or acted in have included claims for unfair and constructive dismissal, discrimination, harassment, victimisation and whistleblowing. Alice also has extensive experience in advising on merits and quantum and acting in settlement negotiations and mediations.

Alice has recently been instructed in a number of employment claims, including a two-week unfair dismissal, disability and age discrimination claim involving multiple respondents. She is presently engaged in updating the Bloomsbury Employment Tribunals Handbook with other members of Chambers, and regularly contributes to the employment team bulletin "Five from 5", as well as providing training in Employment and Discrimination Law (see below). She is a member of the Employment Lawyers Association.

Recent employment cases have included:

B v Chief Constable of Dorset Police – Instructed by the Respondent in this challenge to national vision requirements for officers who carry Tasers. After a preliminary hearing at which she satisfied the Tribunal that the Claimant's colour blindness did not qualify him as disabled for the purposes of the Equality Act, the remaining claim of indirect sex discrimination was withdrawn.

W v Chief Constable of Dorset Police – Instructed by the Respondent in this claim for disability discrimination and constructive dismissal, which was dismissed upon withdrawal on the second day, after she had concluded her cross-examination of the Claimant.

K v Chief Constable of Devon and Cornwall Police – Instructed by the Respondent in a successful application for strike out of all claims including race discrimination, harassment and unfair dismissal.

BK v (1) Westminster City Council and (2) Hays Specialist Recruitment Limited – Instructed by the Second Respondent in a claim for discrimination, whistleblowing and breaches of the Agency Workers Regulations, withdrawn on the first day of the hearing in accordance with a consent order, and in the Claimant's unsuccessful application for reinstatement of the claim.

CM v Bevelynn Ltd – Instructed by the Claimant through the Free Representation Unit in a successful claim for unfair dismissal, resulting in a significant award of compensation.

Licensing Law:

Alice regularly appears for Transport for London in Private Hire Vehicle, Taxi Driver and Operator licensing appeals in the Magistrates' and Crown Courts, and has also successfully defended a judicial review claim on their behalf. Alice also has experience of police licensing matters, including firearms appeals, and the application of the Licensing Act 2003.

Personal Injury:

Alice advises on liability and quantum, drafts pleadings and acts in a wide variety of personal injury claims, including employers' liability, occupiers' liability and RTA claims.

Alice has further developed her knowledge of personal injury matters by providing in-house advice to a firm of personal injury solicitors. This has provided her with an insight into the practical challenges of claimant personal injury litigation.

Lectures and Training:

Alice provides lectures and training in all of Chambers' main areas of practice, including most recently:

- Employment Law: An Introduction for police lawyers and HR professionals
- Protecting and Promoting Transgender Rights
- Forced Marriage Protection Orders and Female Genital Mutilation Protection Orders
- Domestic Violence Protection Orders
- Advocacy Training for police officers / staff

Education and Awards:

BPTC (Diplock Scholarship, Middle Temple), Kaplan, 2012-2013

GDL (Oxford University Press Prize for highest GDL Distinction; Diplock Scholarship, Middle Temple; McMahon Law Studentship, St John's College, Cambridge), Oxford Brookes University, 2011-2012

BA, Philosophy (2010 and 2011 Elected a Scholar; McAulay Scholarship, Prize for highest College First in Philosophy), St John's College, Cambridge, 2008-2011

Memberships

- Employment Lawyers Association
- Administrative Law Bar Association
- Personal Injury Bar Association
- South Eastern Circuit
- Bar Pro Bono Unit
- Court of Appeal Pro Bono Scheme