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Alice Meredith

Call: 2013

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

Clients regularly commend Alice for her professionalism and ability and feedback includes "*very impressed*", "*Alice did a fantastic job*" and "*outshone the claimant counsel in her preparation and presentation*". Alice is "*fabulous*"... "*skillful*" ... "*clearly knows her stuff*".

Alice is currently acting in a matter listed in the Employment Appeal Tribunal, and is instructed as junior counsel in two strands of the **Independent Inquiry into Child Sexual Abuse**. She has recently made the first national applications for the new Drug Dealing Telecommunications Restriction Order and new Account Freezing Order.

Alice has recently conducted training on Transgender Rights, Forced Marriage Protection Orders and Female Genital Mutilation Protection Orders.

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written submissions on abuse of process, and a dog-bite claim in negligence and breach of Articles 3 and 8, which was withdrawn after her oral submissions.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 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 advises on and acts 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.

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 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. She has particular experience in FMPO and FGMPPO applications contested by the person to be protected.

Alice was recently instructed to make the first national applications for the new Drug Dealing Telecommunications Restriction Order and Account Freezing Order.

Alice is currently instructed in an STRO application brought against 9 respondents.

Employment

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.

Alice is a co-author of the Bloomsbury Employment Tribunals Handbook 5th Edition, along with other members of Chambers. She regularly contributes to the employment team bulletin "Five from 5", as well as providing training in Employment and Discrimination Law.

Recent employment cases have included:

K v Hays Specialist Recruitment Ltd – Instructed by the Respondent in the Employment Appeal Tribunal in this appeal against refusal to extend time to lodge an appeal against judgment.

M v Chief Constable of Lancashire Constabulary – Instructed by the Respondent in this whistleblowing claim, presented 14 days out of time. At a preliminary hearing, she satisfied the Tribunal that the Claimant, who had been on sick leave, had not been too unwell to bring his claim within time, and that there was an unreasonable delay when he sought legal advice. The Tribunal refused to extend time.

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.

Public Inquiries

Alice acts on behalf of the police and other public bodies in public inquiries. She is currently instructed by police forces as junior counsel in two strands of the **Independent Inquiry into Child Sexual Abuse**.

Inquests

Alice is regularly instructed on behalf of public bodies in inquests, including Article 2 inquests, and pre-inquest reviews.

Alice 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.

Public / Administrative

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.

Personal Injury

Alice advises on liability and quantum, drafts pleadings and represents clients in a wide variety of personal injury claims, including employers' liability, occupiers' liability and RTA claims, as well as claims against the police.

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