

Ben Smith

Associate

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Focus Areas

Discrimination and Harassment
Inclusion, Equity and Diversity
General Data Protection Regulation (GDPR)
Policies, Procedures and Handbooks
Whistleblowing and Retaliation
Emerging Technologies and Venture Capital

Overview

Ben Smith works across all areas of employment law including advisory, litigation and transactional support. He joined GQ | Littler in 2017 as a paralegal and qualified as a solicitor in 2020 following the completion of his training contract. During his training contract, Ben completed a secondment at a boutique law firm in London where he saw practice in private funds, secondary transactions, and hedge funds.

Ben has particular experience in defending complex Employment Tribunal litigation, including as part of the team that successfully appealed a long-running whistleblowing, sex discrimination, pregnancy and maternity discrimination, and victimisation claim to the Employment Appeal Tribunal. Ben regularly supports and manages international employment advisory projects. He also has significant experience managing document review projects, such as disclosure and data subject access requests, leveraging technology and flexible resourcing solutions.

Drawing on a longstanding academic interest and experience working in the charitable sector, Ben is particularly interested in equality, diversity, and discrimination issues for employers arising in both contentious and non-contentious matters. Ben also supports the London office's knowhow and training capability, regularly keeping clients and the team informed of legal developments, as well as the legal technology workstream.

Professional and Community Affiliations

- Member, Employment Lawyers Association

Bar Admissions

United Kingdom (England and Wales)

Publications & Press

All Remaining COVID Restrictions in England to Be Lifted in Coming Weeks

Littler ASAP

February 24, 2022

Littler Global Guide - United Kingdom - Q4 2021

Littler Global Guide Quarterly

January 19, 2022

EU Proposes New Legislation to Protect “Digital Labor Platform” Workers from Status Misclassification

Littler ASAP

December 14, 2021

Littler Global Guide - United Kingdom - Q2 2021

Littler Global Guide Quarterly

July 19, 2021

COVID-19: What has changed for UK employers since March?

Littler ASAP

November 2, 2020

Updated Covid-19 Considerations for UK Employers

Littler Insight

May 27, 2020

Littler Global Guide - United Kingdom - Q1 2020

Littler Global Guide Quarterly

April 15, 2020

“Ethical veganism” is a protected belief in the UK – what does that mean for employers?

Littler Insight

February 10, 2020

Littler Global Guide - European Union - Q4 2019

Littler Global Guide Quarterly

January 22, 2020

Littler Global Guide - United Kingdom - Q1 2019

Littler Global Guide Quarterly

April 15, 2019

Littler Global Guide - European Union - Q1 2019

Littler Global Guide Quarterly

April 15, 2019

Littler Global Guide - United Kingdom - Q4 2018

Littler Global Guide Quarterly

January 16, 2019

Littler Global Guide - United Kingdom - Q3 2018

Littler Global Guide Quarterly

October 11, 2018