

## Caroline Baker

Partner

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## Focus Areas

Business Restructuring and M&A  
Employee Benefits  
Hiring, Performance Management and Termination  
Training - Compliance, Ethics, Leadership  
Financial Services  
Emerging Companies and Venture Capital

## Overview

Caroline Baker is a commercial, solutions-focused lawyer who has particular experience in advising financial services sector employers and dealing with associated remuneration structures and regulatory issues.

Caroline has a solid track record of providing pragmatic, commercial solutions to difficult advisory matters including disciplinary issues involving regulated or board level employees, business restructures and challenging employee relations issues (in particular where there are allegations of discrimination or whistleblowing). Caroline recently spent four months on a secondment to Marsh & McLennan Companies assisting them through the transitional period following a high-profile acquisition. She also has significant litigation expertise and regularly advises on claims in the employment tribunal and high court.

Caroline frequently delivers training to financial services clients and representative bodies on a broad range of areas, including working behaviour, compliance with the Senior Managers and Certification Regime and the Conduct Rules.

Caroline is a member of the Employment Lawyers Association and the Chartered Insurance Institute (CII). As part of the ELA Pro Bono Committee, she was one of the founders of the award winning ELIPS scheme at the London Central Employment Tribunal which support litigants in person.

Before joining GQ|Littler in October 2011, Caroline worked at 'Magic Circle' law firm Slaughter and May, during which time she spent six months on secondment to French firm Bredin Prat. In 2015, she spent three months on secondment at Citibank in its Employee Relations team.

## Professional and Community Affiliations

- Member, Pro Bono Committee, Employment Lawyers Association
- Member, Chartered Insurance Institute (CII)

## Recognition

- Named, Up and Coming, *Chambers & Partners*, 2022

## Bar Admissions

United Kingdom (England and Wales)

## Languages

French

English

## Publications & Press

### Planned redundancies rocket for 2023

*HR Magazine*

August 29, 2023

### Making Redundancies in the UK

*Littler Insight*

February 14, 2023

### Number of trans-related employment tribunals increases

*HR Magazine*

February 3, 2023

### Tribunal cases involving transgender issues on rise

*Personnel Today*

February 2, 2023

### Exclusive: Planned redundancies in financial services up 46 per cent in last quarter

*City A.M.*

December 7, 2022

**Redundancies dip by a third but gloomy outlook may mean rise is ‘inevitable’**

*City A.M.*

October 11, 2022

**New fit note rules add to businesses’ concerns over sick leave**

*Personnel Today*

December 22, 2021

**UK’s exit from lockdown: a disunited kingdom?**

*Littler ASAP*

May 19, 2020

**Littler Global Guide - United Kingdom - Q1 2020**

*Littler Global Guide Quarterly*

April 15, 2020

**Littler Global Guide - United Kingdom - Q4 2019**

*Littler Global Guide Quarterly*

January 22, 2020

**Littler Global Guide - United Kingdom - Q2 2019**

*Littler Global Guide Quarterly*

July 17, 2019

**Speaking Engagements**

**Managing Large-Scale Workforce Reductions in the UK During COVID-19**

June 12, 2020