

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 Technologies 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

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