

Sophie Vanhegan

Partner

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Focus Areas

Business Restructuring and M&A
Discrimination and Harassment
Hiring, Performance Management and Termination
Leaves of Absence and Disability Accommodation
Litigation and Trials
Workplace Training
Financial Services

Overview

Sophie Vanhegan is acknowledged as a leading lawyer in the UK employment law arena by Chambers and Partners and Legal 500 (2020).

Experienced in all aspects of employment law and specialising in complex employment litigation, Sophie regularly advises on restrictive covenant, breach of confidentiality and team move matters which involve High Court injunctions and subsequent trials, as well as bonus disputes and high-value discrimination claims. Her clients include businesses in the financial services, technology, partnership and LLP sectors. Many of the cases she works on have cross-jurisdictional elements. She has worked on some of the most complex employment litigation matters and specialises in tailoring a strategic approach to her clients' risk and litigation appetite.

Sophie is also an active member of the Employment Lawyers Association.

Before joining GQ|Littler Sophie worked for leading global firm Linklaters. During her time there she undertook a five-month secondment to global investment bank RBS to assist with restructuring issues, following RBS's acquisition of ABN AMRO.

Professional and Community Affiliations

- Member, Employment Lawyers Association

Recognition

- Named, Leading Individual, *Chambers & Partners*, 2021
- Named, Recommended Lawyer, *Legal 500*, 2021

Bar Admissions

United Kingdom (England and Wales)

Publications & Press

Lawyers' watchdog investigating record level of harassment complaints

Financial Times

March 21, 2021

Half of reports to health and safety regulator raise workplace social distancing concerns, analysis reveals

People Management Magazine

February 1, 2021

The Littler European Employer COVID-19 Survey Report

Littler Report

September 22, 2020

Don't want to return to the office? You could face bonus cuts and a higher chance of redundancy

Financial News

May 19, 2020

New covid-19 guidance for workplaces and the public: contractor sector has its say

Contractor UK

May 15, 2020

Office openings could open employers up to legal disputes

Recruiter

May 12, 2020

Firms face legal 'minefield' when staff return to work

Personnel Today

May 12, 2020

Rise in stress-related fit notes prompts call to investigate causes

Personnel Today

February 20, 2020

Work-related stress concerning employers

HR Magazine

February 11, 2020

Fit notes for stress-related disorders rise by 8 percent

Workplace Insight

February 11, 2020

Littler Global Guide - United Kingdom - Q4 2019

Littler Global Guide Quarterly

January 22, 2020

Sexual misconduct cases at record high in legal profession

The Guardian

January 20, 2020

Littler Global Guide - United Kingdom - Q3 2019

Littler Global Guide Quarterly

October 16, 2019

UK Supreme Court Revises Test for Evaluating Post-termination Restrictions

Littler Insight

August 1, 2019

Littler Global Guide - United Kingdom - Q3 2018

Littler Global Guide Quarterly

October 11, 2018