

## 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  
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*, 2021-2022
- Named, Recommended Lawyer, *Legal 500*, 2021

## Bar Admissions

United Kingdom (England and Wales)

## Publications & Press

### **Hybrid Working Keeps UK High Street Footfall 18 Percent Down on Pre-Pandemic Levels**

*The Epoch Times*

January 25, 2023

### **190 flexible working employment disputes in the past year**

*HR News*

December 8, 2022

### **Disputes Over Flexible Working Requests Are on the Rise**

*Bloomberg*

November 16, 2022

### **Number of fit notes issued hits record high**

*People Management*

July 18, 2022

### **Littler Attorneys in Six Countries Recognized in 2023 Editions of Best Lawyers™**

*Littler Press Release*

June 24, 2022

### **Queen's Speech: Bill of Rights and Brexit Freedoms**

*The Law Society Gazette*

May 10, 2022

### **Flexible working tribunal claims rise sharply**

*HR Magazine*

January 17, 2022

**Disabled receptionist ‘petrified’ of working with public who was denied back office role wins unfair dismissal claim**

*People Management Magazine*

June 25, 2021

**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

**Fit notes for stress-related disorders rise by 8 percent**

*Workplace Insight*

February 11, 2020

**Work-related stress concerning employers**

*HR Magazine*

February 11, 2020

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

*Little Global Guide Quarterly*

January 22, 2020

**Sexual misconduct cases at record high in legal profession**

*The Guardian*

January 20, 2020

**Little Global Guide - United Kingdom - Q3 2019**

*Little Global Guide Quarterly*

October 16, 2019

**UK Supreme Court Revises Test for Evaluating Post-termination Restrictions**

*Little Insight*

August 1, 2019

**Little Global Guide - United Kingdom - Q3 2018**

*Little Global Guide Quarterly*

October 11, 2018

**Speaking Engagements**

**International Women's Day – Supporting Women's Health in the Workplace**

March 8, 2022