

Ben Smith

Senior Associate

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Practice Areas

Discrimination and Harassment
Inclusion, Equity and Diversity
Handbooks and Policies
Whistleblowing, Compliance and Investigations
Emerging Companies and Venture Capital

Overview

Ben Smith works across all areas of employment law including advisory, litigation and transactional support and 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 of 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.

Ben is recognised as a key lawyer in the Legal 500 (2025), in which clients say he "plays a key role in any case we have. His ability to remember exactly what has been said is incredible!". Others say, "Paul Quain, Philip Cameron, Lisa Coleman and Ben Smith stand-out for their superb guidance and advice combined with a thorough knowledge of the law. Their approachability is second to none and the collegiate manner in which they work makes interactions with them a pleasure."

Ben 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. Prior to joining GQ|Littler Ben worked as a paralegal in the

employment department at King & Wood Mallesons in London and was legal intern at the Equal Rights Trust.

Professional and Community Affiliations

- Member, Employment Lawyers Association

Recognition

- Ranked, Leading Individual, *Legal 500*, 2025

Bar Admissions

United Kingdom (England and Wales)

Publications & Press

Right To Switch Off May Not Provide Respite For Lawyers

Law360

March 13, 2025

UK Tribunal Decision Opens Door to Expansion of Employer Liability for Deductions from Wages Claims

Littler ASAP

March 4, 2025

UK: New Rights to Neonatal Care Leave and Pay Take Effect on April 6, 2025

Littler ASAP

February 28, 2025

UK Government Seeks to Extend Tribunal Claim Limitation Periods from 3 to 6 Months

Littler ASAP

December 17, 2024

UK Autumn Budget 2024: Key Points for Employers

Littler ASAP

December 3, 2024

Right To Disconnect Plan May Erode Firms' Long-Hours Culture

Law360

October 25, 2024

New workers' rights 'to cost firms £5bn a year'

BBC

October 21, 2024

Dallas Cowboys Cheerleaders and Equal Pay: What the Hit Netflix Show Tells UK Employers

Littler ASAP

October 16, 2024

UK: The Employment Rights Bill – Phase One of Employment Law Reform

Littler ASAP

October 15, 2024

Day 1 Unfair Dismissal Right Risks Diversity And Justice Aims

Law 360

October 11, 2024

(Allegedly) Criminal Employees: How to Handle the Related HR Issues in the UK

Littler ASAP

September 3, 2024

Staff contacted out of hours may get thousands more in compensation

The Times

August 18, 2024

UK: The King's Speech and What it Means for Employment Law

Littler ASAP

August 12, 2024

The Global Guide Quarterly (Quarter 2, 2024)

Littler Global Guide Quarterly

July 24, 2024

Labour Gov't Spells Trouble For Return-To-Office Mandates

Law360

July 12, 2024

UK Election News: Labour – All “Change” for Employment Law

Littler ASAP

June 27, 2024

UK: What Do Labour's Current Employment Law Proposals Mean for Employers?

Littler ASAP

May 1, 2024

UK: New Regulations Will Extend Current Redundancy Protections for Individuals Who Are Pregnant or on Maternity, Adoption, or Shared Parental Leave

Littler ASAP

February 1, 2024

Agnew: A New Headache for UK Employers?

Littler ASAP

November 30, 2023

Just in Time for the Holidays: Big Changes in the Law of Holiday in the UK

Littler ASAP

November 30, 2023

A Deep Dive into Recent Pension Tax Changes in the UK

Littler ASAP

April 27, 2023

Littler Global Guide - United Kingdom - Q1 2023

Littler Global Guide Quarterly

April 12, 2023

UK: April Updates to Statutory Rates

Littler ASAP

March 30, 2023

Littler Global Guide - United Kingdom - Q4 2022

Littler Global Guide Quarterly

January 26, 2023

Littler Global Guide - United Kingdom - Q3 2022

Littler Global Guide Quarterly

October 25, 2022

Discrimination because of protected beliefs: What do employers need to know?

Personnel Today

August 26, 2022

UK: Harpur Trust v Brazel and Holiday Pay

Littler ASAP

July 28, 2022

Littler Global Guide - United Kingdom - Q2 2022

Littler Global Guide Quarterly

July 18, 2022

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 ASAP

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 ASAP

February 10, 2020

Littler Global Guide - European Union - Q4 2019

Littler Global Guide Quarterly

January 22, 2020

Littler Global Guide - European Union - Q1 2019

Littler Global Guide Quarterly

April 15, 2019

Littler Global Guide - United Kingdom - 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

Events & Speaking Engagements

The Outcome of the UK General Election and What It Might Mean for Employment Law

July 18, 2024