

## Kate Potts

Senior Associate

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## Practice Areas

Discrimination and Harassment  
Inclusion, Equity and Diversity  
Handbooks and Policies  
Financial Services

## Overview

Kate Potts practices all aspects of employment law including contentious and non-contentious matters and day-to-day HR advisory work.

Having spent nine months on secondment, Kate is particularly interested in the future of work and has great practical experience working with technology businesses, in particular in relation to navigating employment status topics. There, she was part of a team that pioneered a groundbreaking trade union recognition deal. She is experienced in working with a range of business stakeholders including legal teams, HR specialists, board members, operations teams, software specialists, regulatory bodies, ACAS, as well as marketing and public relations teams.

Kate is experienced in providing strategic advice on a wide range of workplace issues, in particular in relating to handling complex grievances and disciplinaries as well as managing senior exits and large data subject access requests. Kate regularly works with financial services firms during disciplinary processes to navigate the regulatory implications. She regularly advises on employment tribunal litigation including claims relating to discrimination, whistleblowing, unfair dismissal, and working time. Kate also has experience advising on employee competition and breach of confidentiality matters which involve High Court injunctions.

Kate has a keen interest in diversity, equity and inclusion and she works with management teams to update and enhance their policies and practices to help achieve their diversity, equity and inclusion objectives. She regularly provides training on diversity and inclusion topics to managers, HR teams, and general staff.

Prior to joining GQ|Littler in September 2017 Kate worked in the employment team at Taylor Wessing in London. Kate was promoted to senior associate at GQ|Littler in October 2019.

## Professional and Community Affiliations

- Member, Employment Lawyers Association (ELA)

## Bar Admissions

United Kingdom (England and Wales)

## Publications & Press

### **Littler Global Guide - European Union - Q1 2022**

*Littler Global Guide Quarterly*

April 18, 2022

### **UK Gender pay gap – where are we now?**

*Littler ASAP*

May 1, 2019

### **UK: Can a Suspension Amount to Forced Resignation?**

*Littler ASAP*

April 16, 2019

### **UK: Can a Suspension Amount to Forced Resignation?**

*SHRM Online*

April 11, 2019

### **Littler Global Guide - United Kingdom - Q4 2018**

*Littler Global Guide Quarterly*

January 16, 2019

### **UK Parental Bereavement Leave – New Rights to Leave and Pay**

*Littler ASAP*

November 13, 2018

### **Littler Global Guide - United Kingdom - Q3 2018**

*Littler Global Guide Quarterly*

October 11, 2018

### **What do Menopause, Castes, Copyrights, and Scottish Independence Have in Common? All Have Been Recently Put to the Test Under UK's Equality Law**

*Littler ASAP*

September 19, 2018

**Littler Global Guide - European Union - Q2 2018**

*Littler Global Guide Quarterly*

July 20, 2018

**Out With The Old, In With The New: Changes To Termination Payments And Statutory Rates In The United Kingdom**

*Littler ASAP*

May 11, 2018

**Events & Speaking Engagements**

**The Regulation of Working Time in the EU**

October 1, 2020