

## Sophie Vanhegan

Partner

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## Practice Areas

Business Restructuring and M&A  
Discrimination and Harassment  
HR Advice and Counsel  
Leave and Accommodation  
Litigation and Trials  
Financial Services

## Overview

Sophie Vanhegan is acknowledged as a 'highly experienced litigator and restrictive covenants expert' by Legal 500 (2025) and leading lawyer in the UK employment law arena by Chambers and Partners (2025), where she has been ranked for the past 11 years. Clients say "Sophie Vanhegan - incredibly slick operator; knows her restrictive covenant work inside out and provides advice that is on the money and incredibly astute. She is very committed to diversity in the profession." Sophie frequently advises employers on matters including TUPE, restrictive covenants and discrimination claims. She is commended for her knowledge of the financial services sector. Interviewees note that "Sophie is a good adviser to have on your side. She is good with clients and easy to deal with."

Experienced in all aspects of employment law and focusing on complex employment litigation, Sophie regularly advises on restrictive covenants, 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. 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.

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, The Best Lawyers in the United Kingdom™, 2021-2025
- Ranked, *Chambers and Partners*, 2014-2025
- Named, Recommended Lawyer, *Legal 500*, 2019-2022, 2024-2025
- Named, IEL Elite, *International Employment Lawyer*, 2024
- Named, Women's Leaders, *International Employment Lawyer*, 2022
- Recommended, Labour & Employment, *Who's Who Legal*, 2024

## Bar Admissions

United Kingdom (England and Wales)

## Publications & Press

**More than one million fit notes issued for mental ill-health last year – what can HR do to help?**

*People Management*

July 3, 2024

**Littler Attorneys in Four European Countries Recognized in the 2025 Editions of Best Lawyers™**

*Press Release*

June 21, 2024

**Littler Attorneys in Five European Countries Named to the 2024 Editions of Best Lawyers™**

*Press Release*

July 18, 2023

**Finance sector makes progress on mental health**

*Personnel Today*

July 17, 2023

**News focus: Employment law is changing fast**

*The Law Society Gazette*

May 31, 2023

**Number of UK fit notes increases 11% to hit record high 10.4m**

*HR News*

March 21, 2023

**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™**

*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

**Firms face legal 'minefield' when staff return to work**

*Personnel Today*

May 12, 2020

**Office openings could open employers up to legal disputes**

*Recruiter*

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 ASAP*

August 1, 2019

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

*Littler Global Guide Quarterly*

October 11, 2018

**Events & Speaking Engagements**

**Littler's Women's Leadership Initiative Presents: A Guide to Women's Issues in the Workplace**

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

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

March 8, 2022