

REBECCA LAKE

Employment



Rebecca joined Davenport Lyons in 2007 from West End firm Seddons, where she trained and qualified as a Solicitor in September 2004, specialising in employment law.

Rebecca acts for employers dealing with both contentious and non-contentious issues. Examples of some of the matters that Rebecca deals with on a daily basis are set out below:

- Providing regular support and advice to HR professionals, directors and senior managers dealing with disciplinary and grievance proceedings.
- Providing advice and drafting documentation for employers implementing business re-organisations and where necessary providing guidance on the requirements for collective consultation.
- Reviewing staff handbooks and contracts of employment to ensure that they are legally compliant and afford the best possible protection for the company.
- Advising on the consequences of TUPE in relation to mergers and acquisitions and outsourcing.
- Drafting and advising on the implementation and negotiation of severance packages including, where necessary, the use of compromise agreements.
- Drafting and advising on executive service contracts including advice on share option and bonus schemes and the use of restrictive covenants.
- Defending claims in the employment tribunals, including claims for unfair dismissal, breach of contract, sex discrimination and disability discrimination.
- Defending claims in the civil courts for breach of contract and personal injury (stress claims).

You can contact Rebecca as follows:

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