

Alice Meredith

Call 2013



clerks@5essex.co.uk



+44 (0)20 7410 2000

Alice Meredith specialises in public law, human rights, discrimination and employment law, inquests and inquiries and tort claims against public bodies.

She is instructed by police forces, government departments and claimants in a range of courts and tribunals, and accepts instructions in all of Chambers' main practice areas.

Alice's notable recent matters include *Re K (Forced Marriage: Passport Order)* [2020] EWCA Civ 190 (in which the Court of Appeal provided a "routemap" for Forced Marriage Protection Order applications), the Independent Inquiry into Child Sexual Abuse (instructed in three strands: Nottinghamshire Councils, The Anglican Church and Institutional Responses to Allegations Concerning Lord Janner), and *Gatland & Ors v IPCC* (a claim for misfeasance and breach of Articles 6, 8, and Article 1 of the First Protocol ECHR).

Clients regularly commend Alice for her professionalism and ability: feedback includes Alice is "skilful" and "clearly knows her stuff", "very impressed", "Alice did a fantastic job" and "outshone the claimant counsel in her preparation and presentation".

Alice is a co-author of the *Employment Tribunal Handbook* (Bloomsbury Professional) 5th and 6th Edition (2017 and 2021).

Alice is a member of the Attorney General's C Panel (appointed 2019). She is qualified to act under the direct access scheme.

Expertise

Police Law

Alice has extensive experience of all stages of civil actions against the police, having successfully defended her first 2-day multi-track civil claim (assault and breach of Article 8 ECHR) in the High Court during her first year of tenancy. As junior counsel Alice has been instructed in high-value, high-profile and complex claims involving multiple claimants and defendants.

She has particular expertise in judicial review challenges, as well as civil claims involving allegations of discrimination or breaches of the ECHR, or allegations of misfeasance by public bodies. Alice has recently been instructed in a number of cases involving allegations of breaches of Article 4 (prohibition of slavery and forced labour).

Alice frequently advises and represents Appropriate Authorities in police disciplinary hearings, often involving serious and/or sensitive allegations, and multiple officers, and in the Police Appeals Tribunal.

Alice also advises on and acts a broad range of operational and procedural matters for the police, including in particular mental health issues and discrimination law. She has a particular insight into the important practical and legal considerations which arise when acting on behalf of the police having worked in-house with a number of police forces during her pupillage and the early years of her tenancy.

Alice has significant experience in representing police forces in Court of Protection and Family Court proceedings, including in Forced Marriage and Female Genital Mutilation cases. She was recently instructed in the Court of Appeal in *Re K*, a case which provided a routemap for future Forced Marriage Protection Order applications. She has often acted in FMPO and FGMPPO applications contested by the person to be protected.

Alice also advises on and acts in complex civil applications brought by police forces, in particular Slavery Trafficking and Risk Orders. She was instructed to make the first national applications for Drug Dealing Telecommunications Restriction Orders and Account Freezing Orders.

Notable Police Law cases

Re K (Forced Marriage: Passport Order) [2020] EWCA Civ 190

Court of Appeal providing a “routemap” for Forced Marriage Protection Order applications.

R (Halabi) v The Crown Court at Southwark, Commissioner of Police of the Metropolis and Secretary of State for the Home Department [2020] EWHC 1053 (Admin)

Article 8 and incompatibility challenge to Notification Order regime in the Divisional Court.

Chief Constable of South Yorkshire Police v Kermani

police appeal by case stated resulting in confirmation that acquittal in criminal proceedings does not preclude Sexual Risk Order founded on same allegations.

Gatland & Ors v IPCC

claim for misfeasance and breach of Articles 6, 8, and Article 1 of the First Protocol ECHR.

Independent Inquiry into Child Sexual Abuse

instructed in strands concerning Nottinghamshire Councils, The Anglican Church, Institutional Responses to Allegations Concerning Lord Janner.

Employment

Alice acts in all employment law matters for private and public clients. She has particular expertise in discrimination law, employment status issues, and claims involving multiple respondents. She frequently acts in claims for unfair and constructive dismissal, breach of contract, discrimination, harassment, victimisation and whistleblowing. Alice also has extensive experience in advising on merits and quantum and acting in settlement negotiations and mediations.

Alice has recently been instructed by a respondent in a two-week unfair dismissal, disability and age discrimination claim involving multiple respondents, and successfully represented a claimant in a high value disability discrimination and unfair dismissal claim.

Alice is a co-author of the Bloomsbury Employment Tribunals Handbook 5th and 6th Edition (2017 and 2021), along with other members of Chambers. She regularly contributes to the employment team bulletin “Five from 5”, as well as providing training in Employment and Discrimination Law.

Notable Employment cases

B v Beck Interiors Ltd

Instructed by the Claimant: the Tribunal found that the Claimant had been disabled at the material time, and had been unfairly constructively dismissed, and that the Respondent had discriminated against the Claimant (s15 and s20/21 Equality Act 2010) and breached his contract of employment in respect of payment of bonus.

C v Chief Constable of Thames Valley Police

Instructed by the Respondent in this direct discrimination claim in relation to the refusal of requests for flexible working, which included allegations against the then-Assistant Chief Constable. All claims were dismissed.

K v Hays Specialist Recruitment Ltd

Instructed by the Respondent in the Employment Appeal Tribunal in this appeal against refusal to extend time to lodge an appeal against judgment.

M v Chief Constable of Lancashire Constabulary

Instructed by the Respondent in this whistleblowing claim, presented 14 days out of time. At a preliminary hearing, she satisfied the Tribunal that the Claimant, who had been on sick leave, had not been too unwell to bring his claim within time, and that there was an unreasonable delay when he sought legal advice. The Tribunal refused to extend time.

B v Chief Constable of Dorset Police

Instructed by the Respondent in this challenge to national vision requirements for officers who carry Tasers. After a preliminary hearing at which she satisfied the Tribunal that the Claimant's colour blindness did not qualify him as disabled for the purposes of the Equality Act, the remaining claim of indirect sex discrimination was withdrawn.

W v Chief Constable of Dorset Police

Instructed by the Respondent in this claim for disability discrimination and constructive dismissal, which was dismissed upon withdrawal on the second day, after she had concluded her cross-examination of the Claimant.

K v Chief Constable of Devon and Cornwall Police

Instructed by the Respondent in a successful application for strike out of all claims including race discrimination, harassment and unfair dismissal.

BK v (1) Westminster City Council and (2) Hays Specialist Recruitment Limited

Instructed by the Second Respondent in a claim for discrimination, whistleblowing and breaches of the Agency Workers Regulations, withdrawn on the first day of the hearing in accordance with a consent order, and in the Claimant's unsuccessful application for reinstatement of the claim.

CM v Bevelynn Ltd

Instructed by the Claimant through the Free Representation Unit in a successful claim for unfair dismissal, resulting in a significant award of compensation.

Public Inquiries

Alice acts on behalf of the police and other public bodies and has experience of all stages of public inquiries.

She has been instructed by police forces as junior counsel in three strands of the **Independent Inquiry into Child Sexual Abuse**.

Inquests

Alice is regularly instructed on behalf of public bodies in inquests, including Article 2 inquests.

Alice has particular experience of inquests involving deaths in or following custody, and/or mental health issues health issues, and those involving a number of interested parties, such as NHS Trusts, prisons, transport authorities and the IPCC.

Alice is currently instructed in the Inquest into the Death of Sudesh Amman (**Streatham terror attack**).

Public & Administrative

Alice has extensive experience in defending judicial review claims brought against public authorities. She is instructed at all stages of judicial review claims, to advise, draft to pre-action correspondence, settle summary and detailed grounds and act at both permission and substantive hearings. She is also instructed in appeals by case stated.

Notable Public & Administrative cases

R(Halabi) v The Crown Court at Southwark, Commissioner of Police of the Metropolis and Secretary of State for the Home Department [2020] EWHC 1053 (Admin)

Article 8 and incompatibility challenge to Notification Order regime in the Divisional Court. Claim dismissed.

Habib v Central Criminal Court, Transport for London [2016] EWHC 2597 (Admin)

Article 8 challenge to a licensing policy at a substantive hearing. Claim dismissed.

Chief Constable of South Yorkshire Police v Kermani

police appeal by case stated resulting in confirmation that acquittal in criminal proceedings does not preclude Sexual Risk Order founded on same allegations.

Davey v Crown Court at Leicester, Chief Constable of Sussex Police

substantive hearing of claim challenging Proceeds of Crime Act 2002 forfeiture decision, on grounds of bias / failure to recuse and failure to give reasons. Claim dismissed.

Personal Injury

Alice advises on liability and quantum, drafts pleadings and represents clients in a wide variety of personal injury claims, including employers' liability, occupiers' liability and RTA claims, as well as claims against the police and government.

Alice initially developed her knowledge of personal injury matters by providing in-house advice to a firm of personal injury solicitors while a pupil. This has provided her with an insight into the practical challenges of claimant personal injury litigation.

Court of Protection

Alice has extensive experience in Forced Marriages and capacity.

She also accepts instructions in Court of Protection matters that involve:

- Capacity
- Deprivation of liberty
- Best interests decisions
- Deputyship matters
- Lasting Powers of Attorney and Enduring Powers of Attorney
- Medical treatment

- Welfare matters including contact, residence and care decisions
- Forced marriage
- Safeguarding of vulnerable adults

Education & Qualifications

- 2013 – Called to the Bar by Middle Temple
- 2013 – BPTC, Kaplan, Very Competen
- Diplock Scholarship, Middle Temple
- 2012 – GDL Oxford Brookes University, Distinction
- McMahon Law Studentship, St John’s College, Cambridge
- Oxford University Press Prize for highest GDL Distinction
- 2011 – St John’s College, Cambridge BA, Philosophy, Double First
- Elected a Scholar; McAulay Scholarship, Prize for highest College First in Philosophy in 2010 and 2011

Memberships

- Employment Lawyers Association (ELA)
- Administrative Law Bar Association (ALBA)
- Personal Injury Bar Association (PIBA)
- South Eastern Circuit
- Bar Pro Bono Unit
- Court of Appeal Pro Bono Scheme
- Employment Tribunal Litigant in Person Scheme (ELIPS)

Awards

