

Caroline Jennings

Employment

Year of Call: 2010

Email Clerks: employment@no5.com



Caroline is consistently ranked as a leader in the field of employment law in both Chambers and Partners and Legal 500. Most recently, Chambers UK noted her to be “a skilled advocate with excellent client service... very intelligent, smart, tenacious and charming.

Caroline is instructed on behalf of both claimants and respondents to advise and represent them in employment tribunals across the country as well as the EAT. Her range of instructions see her representing some of the largest companies in the country as well as individual claimants. She also has a busy public sector practice, acting for NHS Trusts and local authorities.

Caroline is known for her excellent client care and ability to communicate effectively with both private and public clients, as well as those instructing her. A recent Chambers UK entry described her as “a very thorough and personable barrister”.

Further to her court work, Caroline also undertakes a broad range of advisory work and acts as an independent party in internal investigations and disciplinary matters (most frequently surrounding employer allegations of gross misconduct and more complex employee on employee allegations of bullying, harassment and discrimination). Caroline is regularly instructed to advise on compromise agreements and also in judicial mediations.

Caroline represents appellants at the Police Medical Appeals Board.

Caroline is licensed to undertake public access work.

Caroline was appointed Deputy District Judge in April 2020. She sits on the South Eastern Circuit.

Caroline has been appointed to the Attorney General’s Panel of Counsel (B Panel).

Recommendations

“Caroline Jennings is a skilled advocate with excellent client service. Caroline is very intelligent, smart, tenacious and charming.”

Chambers UK 2023

“Caroline is tenacious, bright and has a sharp eye for detail. She is responsive to client needs, but also robust. She is confident, approachable and extremely knowledgeable.

“Exceptional in her approach, her cross-examination is to the point, and her written submissions are spot on.”

Legal 500 2023

“Very well-prepared and an excellent cross-examiner. Courteous and constructive as an opponent. She has a great ability to master a brief quickly - clear and incisive in her assessment of the issues, as well as proactive.”

Legal 500 2022

“Really good: very calm and a focused advocate.” “She was really responsive to all the correspondence I sent to her, dealt with things very well and was very good at the hearings we had.”

Chambers UK 2022

“Very determined and fiercely focussed with a sound understanding of the legal concepts.”

Legal 500 2021

“She is very easy to work with and very good with clients.”

Chambers UK 2021

"Very strong advocacy and cross-examination skills." "Knowledgeable, great with clients and well prepared."

Chambers UK 2020

"She has an excellent grasp of the issues and puts clients at ease."

Legal 500 2020



Notable Cases

Recent Cases of Note

Successfully represented a professional services firm and its directors against claims of discrimination, whistleblowing, and automatic unfair dismissal. The claim included criminal allegations of rape against the CEO across several jurisdictions.

Successfully represented a NHS Trust against a disability discrimination claim regarding the withdrawal of a job offer. Further succeeded in having the Claimant's appeal dismissed in the EAT.

Successfully represented a Claimant on the issue of worker status arguing that the principles of the Uber judgment did not only apply to low paid workers in the gig economy, but also to higher earners.

Successfully represented a private mental health hospital against claims of discrimination, whistleblowing, health and safety breaches and automatic unfair dismissal following assaults of the Claimant by a resident.

Successfully represented a city council against a multi claimant discrimination and unfair dismissal claim arising from a restructure following changes in funding from Arts Council England.

Successfully represented a multi academy trust against claims of pregnancy and maternity leave discrimination following the Claimant's redundancy upon return from maternity leave.

Successfully represented a leading cleaning company against an indirect sex discrimination claim following questioning relating to dependent children at interview.

Successfully represented a Deanery against an indirect race discrimination claim brought on the basis that it did not acknowledge EEA equivalent medical qualifications (pursuant to the European Directive).

Successfully represented a leading employment business at a PHR to determine the employment status of a worker who had been on the same assignment for 13 years. Further succeeded in obtaining a costs order against the claimant.

Successfully represented a nurse in her unfair dismissal claim following the hospital's finding that she was guilty of gross negligence.

Successfully represented a science and engineering company against a complex age discrimination claim by an unsuccessful job applicant.

Successfully represented a NHS Trust against a disability discrimination claim brought for unfair dismissal and failure to make reasonable adjustments. Successfully established that there was no link between the claimant's disability and the chemicals used for decontamination.

Successfully represented a leading automobile business at a PHR to determine whether it was just and equitable to extend time so that the claimant's claims were allowed to continue out of time. The Claimant had been sectioned under the Mental Health Act 1983 in the intervening period.

Successfully represented multiple claimants in a redundancy claim on the basis that the redundancy exercise was unfairly coloured by management's personal views of the employees.

Appointments

Caroline has been appointed Attorney General's Panel of Counsel (B Panel)."

Memberships

ELA

Lincoln's Inn

Qualifications

BA(Hons) History. University of Leeds. First Class.

GDL and BVC. BPP Law School, London.