



ST JOHNS  
BUILDINGS  
BARRISTERS CHAMBERS



**Annette Gumbs**

**Year of call: 1994**

### **NATURE OF PRACTICE**

Annette's practice consists of principally employment law and employment related disputes together with personal injury and clinical negligence.

### **EMPLOYMENT**

Annette practices in all areas of employment law, including TUPE, contractual matters and restrictive covenants, and has a particular interest in discrimination claims.

She is regularly involved in long and complex discrimination cases and is currently retained by a local authority in the defence of multiple equal pay claims.

She is often instructed in claims for and against the legal profession.

She has experience of bringing, defending and mediating occupational stress claims.

Annette is a member of the Equal Opportunities Commission (EOC) panel of barristers.

She appears in the Employment Tribunal, County Court and High Court and is available for advisory work.

Annette's experience includes:-

- Acting for police officers in sex, race and disability discrimination claims
- Acting for a group of nurses in part time pensions claims against a private employer
- Defending a plc in an unfair dismissal and 'associated' race discrimination claim





- Acting for women returning from maternity leave to less favourable terms and conditions and issues arising from flexible working
- Representing 64 claimants in an unfair dismissal and disability discrimination claim arising out of a collective redundancy
- Defending a high street plc in a whistle blowing and unfair dismissal claim
- Acting for a teacher in a race discrimination claim against a private prison
- Defending a Primary Care Trust in a race and sex discrimination claim
- Acting for a reader in race discrimination claim against a University
- Acting for a senior executive in a £¼ million occupational stress claim against a multi-national plc

### What the Directories say:

Chambers and Partners (2010 Edition): *"among the best employment practitioners in Manchester. She is highly regarded..."*

Legal 500 (2009 Edition): 'a clever lawyer, and a tough one - our first choice'

Chambers and Partners (2009 Edition): *"a diligent performer" who "paints an extremely clear picture at employment tribunals".*

Legal 500 (2008 Edition): *'clever, practical, with a good manner and nerves of steel'.*

Chambers and Partners (2008 Edition): *"For most commentators, the shining light is clearly Annette Gumbs..."*

Legal 500 (2007 Edition): *'very client focused and hands on'; 'she appreciates the commercial complexities'.*

Legal 500 (2006 Edition): *'extremely good, and has a solid record of quality work'.*

Legal 500 (2005 Edition): *"very clever, very down to earth and handles lay clients well.'*

### CASES

-Reality (White Arrow Express) Ltd v O'Hara (18.11.03) UK EAT/0447/03/TM – case concerning redundancy and trial periods

- Stott v HM Prison Service [2003] EWCA Civ CA- concerning just and equitable extension of time limits in sex discrimination cases





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-TGWU & others v Manchester Airport plc (04.08.04) (UKEAT/0198/04/ILB), acting for TGWU and 15 claimants in a claim against Manchester Airport arising out of changes in terms and conditions for giving rise to collective redundancies and leading to unfair dismissal and sex discrimination claims and a claim for a protective award for failure to consult on a collective redundancy

### **Membership of associations**

Employment Law Bar Association (ELBA)  
Employment Lawyers Association (ELA) □  
Discrimination Law Association (DLA)

### **WIDER INVOLVEMENT IN RELEVANT ISSUES**

Member Bar Council Equal Opportunities Committee 1997 to 2001

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