

*We don't believe in law as usual  
For us, law is inspiring...*

## *Our story*

A number of years ago, we decided that we could change the way legal services are delivered. That we could do them better. At gunnercooke, we believe the potential of our clients and our people rests with our ability to free the law and make it work as it should. Today, we attract passionate lawyers and advise with authority: every gunnercooke lawyer has a minimum 10,000 hours practising experience.

Flexibility, transparency and freedom guide everything we do. Flexibility for our people to work how they want. Transparency of cost for our clients because we removed time recordings and billable hours. Freedom for our people and clients to achieve their personal and professional aspirations.

We work with clients that believe tradition is there to be tested, not obeyed. Working together, we help them seek opportunities and push the boundaries of what's possible.

Providing a suite of corporate and commercial legal services, gunnercooke is one of the UK's fastest-growing challenger brands. Proud of what we have achieved, committed to doing more.



## *Carl Atkinson*

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### **Overview**

#### **What he's best at**

Carl is an employment and privacy partner with extensive experience across a wide spectrum of contentious and non-contentious commercial and employment project and policy work. He is best known for his ability to understand a client's requirements and then explain how it can be delivered.

Carl has over 23 years of post-qualification experience (nine years of which has included data protection work), including many years of in house experience as Senior Employment Lawyer and Data Controller at Northern Foods plc – subsequently acquired by 2 Sisters Foods Group –

and Senior Employment Lawyer at Asda Stores Ltd. While in these positions, Carl managed Data Protection Issues for the business while supervised paralegal support staff who dealt with those issues (Asda).

Since returning to private practice, Carl has advised many businesses, public sector organisations and individuals in relation to various data protection issues, most recently advising on several GDPR compliance programmes. His recent experience includes membership of the gunnercooke team which is advising a large international financial services organisation upon GDPR compliance across its international portfolio of Group businesses. This project has been running for ten months and has included extensive reviews of privacy documentation including the privacy statements used by the different Group businesses across the international footprint of the Group. Carl has also advised "The School of Life", an international coaching organisation, in relation to GDPR compliance across their international businesses structure.

#### **Who he works for**

- Large corporates with significant head-counts
- HR Directors
- Senior Executives

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#### **Experience Highlights**

- Corporate employment support to 9 group companies located throughout the UK and Eire which have a combined total employee headcount in excess of 18,000 and a turnover of £2bn.
- Restructuring projects and TUPE issues relating to M&A projects including those relating to Northern Foods acquisition by Boparan Holdings Ltd.
- TUPE transfer of 3,500 employees following the acquisition of Netto Stores UK Ltd by Asda Stores Ltd.
- Discrete projects such as a redundancy program upon a site closure involving the loss of over 700 jobs and collective consultation with the relevant Union.
- Advice in relation to a Joint Venture project to take over a major supply contract which involved a potential TUPE transfer of over 700 employees.
- Review and preparation of HR policies/procedures as required and dealing with "routine" employment law queries from HR officers, managers, and Directors (this includes frequent performance management issues and the preparation of compromise agreements up to Senior Executive level.
- Provision of internal training/ marketing to the HR Community, including the provision of "legal update" training to HR Managers and Officers.

#### **Publications**

- [Implementation of EU Works Council's Regulations in the UK](#)
- [Tesco woes continue as investors line up to sue their own business](#)