

*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.



Rebecca Davidson

Email: Rebecca.davidson@gunnercooke.com

Mobile: 07971 676 310

Overview

What she's best at

Rebecca is an experienced employment lawyer who provides her clients with practical and commercial employment advice, enabling them to deal with their employment issues effectively and with minimum disruption to their business. She is an approachable trusted advisor who works closely with her clients to achieve the best result.

She advises HR, management and in-house legal teams and guides them through a wide range of employment situations from recruitment to grievances, team moves, enforcing restrictive covenants, and handling dismissals.

Rebecca has particular experience of advising on tricky employment issues at executive and Board level, and in handling Tribunal litigation, having both brought and defended numerous claims in the Tribunals for unfair dismissal, whistleblowing and discrimination.

She also advises senior executives when they join or leave their employment or face issues during their employment, advising regularly on contracts, grievances and negotiating Settlement Agreements.

Rebecca advises a wide range of clients across a number of sectors including Financial Services, Professional Practices (including law firms), Publishing, Oil & Gas, Food Products, Financial Technology and IT, across the UK and internationally but with a particular focus on the City.

She is also an experienced trainer, providing bespoke training for her clients on a wide range of employment issues. She has also written articles on employment issues for a number of publications including the FT and The Telegraph.

Who she works for

- Listed companies
- Small and medium sized businesses
- Partnerships and LLPs
- HR Directors and consultants
- In-house legal teams
- Senior Executives

Experience Highlights

- Advising the General Counsel and Head of HR of a Plc client in the Oil & Gas sector on day to day HR issues including the departure of a Board member.
- Advising a business within the Financial Services sector on day to day employment law issues, including Board level departures, amending their Handbook and Contract to reflect employment law changes, defending an age discrimination claim brought by a former Board member, advising on the introduction of a Role Based Allowance, and advising them on the new Senior Managers and Certification Regime.
- Defending a Law Firm against a very sensitive sexual orientation discrimination claim which was brought by a former senior lawyer.
- Defending a Premier League Football Club against a sex discrimination claim.
- Lead Associate advising a partner bringing a complex disability discrimination claim against one of the big 5 accountancy firms, which went to the Northern Ireland Court of Appeal after 3 years of litigation.
- Advising a senior Managing Director at a leading financial advisory and asset management firm on a complex sexual orientation and bonus claim.
- Managing a redundancy process, and defending a substantial claim relating to commission payments for an IT technology consulting corporation.
- Advising two Claimants bringing a complex whistleblowing claim against a business in the Financial Services sector.
- Advising a financial technology company on day-to-day HR issues including redundancies.