

*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 Ireland

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Overview

What she's best at

Rebecca is a highly experienced employment lawyer, as well as a qualified workplace and employment mediator. Therefore, she has extensive technical and commercial expertise, having handled many complex and sensitive matters regarding all aspects of employment law. Rebecca is listed as a Recommended Lawyer in the Legal 500 2017.

Rebecca acts primarily for employers, across a diverse range of business sectors. However, she also advises senior executives and directors, which gives her the advantage of handling issues

from both perspectives. She provides clients with practical solutions, which satisfy the legal requirements and commercial drivers. She is also mindful of the emotional impact on the employment relationship when conflict arises. She works closely with her employer clients on an ongoing basis, allowing her to understand their businesses, proactively advise on the impact of new laws and deliver appropriate training and coaching to the Human Resources team. Rebecca is commended for her user-friendly, down to earth, approach.

Who she works for

- Private sector employers, including technology, financial services, property management, engineering, distribution services
- Education sector organisations
- Senior executives and directors

Testimonials

"Reading-based Rebecca Ireland remains a well-known figure for employment cases, providing broad experience across TUPE, mediation, unfair dismissal and day-to-day employment issues to numerous prominent clients, particularly in the technology sector. Sources state: "She is very commercially focused and comes up with good solutions to complex employment problems. She has a good sense of humour too, which helps!" - Chambers and Partners UK, 2015

Experience Highlights

- Updating UK director's service agreement to reflect new Dubai duties, and ensuring dovetailed with UAE law, by liaising with local law firm, with a view to avoiding double compensation/rights, particularly on termination.
- Exit of senior executive via extensive settlement negotiations, including renegotiating restrictions and dealing with directorship issues, against a tight deadline which was hampered by executive's sickness absence, so as to coincide with USA reporting requirements.
- Providing employment and immigration advice to, and taking on a project management role for, a USA and German based client who was expanding into the UK, to secure a Sole Representative Visa initially and, subsequently, a Sponsorship Licence to facilitate future Intra-Company Transfers.
- Giving time critical advice to colleagues on TUPE and other employment aspects of a highly politically sensitive Health Sector/Commercial team project, relating to the dissolution of Mid Staffs NHS Foundation Trust.
- Defending an unfounded constructive dismissal claim against a blue chip corporate client brought by a challenging, unrepresented, ex-employee who conducted himself in an unreasonable and threatening manner. The claim was struck out.
- Defending a religious belief discrimination (harassment, victimisation and constructive dismissal) claim brought by a Muslim former employee, which was complicated by matters of national security. There were various preliminary hearings to apply for anonymity orders and a disability discrimination claim (later withdrawn). We acted for the company and two managers, so we had to be mindful of potential conflicts of interests when taking instructions. We finally settled for a commercial amount after tough negotiations given claimant's unrealistic expectations.