

*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.



## *Steve Esmond*

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### **Overview**

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

Steve is a seasoned, highly skilled employment lawyer with over 15 years' experience in all aspects of contentious and non-contentious matters.

He is a tactician in his approach to tribunal litigation; he provides a rounded strategy to deliver results. He is a vastly experienced tribunal advocate and also acts in High Court employment related actions including breaches of restrictive covenants and the protection of trade secrets and confidential information.

Steve gives commercial advice in plain English with a focus on achieving his client's goals swiftly and effectively. He has a wealth of experience advising in redundancy situations and the full

range of HR issues including discipline and grievance, sickness absence and performance management.

Steve also brings a common sense approach to the advice he gives on the employment aspects and TUPE issues arising out of mergers, acquisitions, outsourcing and real estate transactions.

**Who he works for:**

- PLCs
- Private Companies
- OMB's and SME's

**Testimonials**

"Cerno HR has used Steve Esmond for several years. He is very experienced and shows genuine passion in getting the best possible outcome for his clients. His advice is always pragmatic and commercially astute. I always recommend Steve to all of our clients and have consistently had excellent feedback". - Jabeen Tahir, Managing Director, Cerno HR

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**Experience highlights**

**Contentious highlights:**

- Successfully defending a multinational pharmaceutical company in a complex disability discrimination claim in which whole life loss of earnings running to seven figures was claimed. This included conducting the advocacy in a five day tribunal hearing.
- Successfully representing an individual in a high profile race discrimination claim in which compensation for injury to feelings in the top band of Vento was awarded along with substantial loss of earnings. This included conducting the advocacy in a five day hearing.
- Representing a large outsourcing company in a group action brought by 36 former employees claiming protective awards for alleged failure to inform and consult contrary to TUPE in respect of a service provision change. Modest commercial settlements were successfully negotiated in respect of all claimants.

**Non-contentious highlights:**

- Advising a large county council on the employment and TUPE aspects of their "total facilities management" outsourcing project.
- Advising a former nationalised industry on the TUPE and employment issues associated with a major reorganisation as part of a rescue package resulting from a catastrophic accident at one of its major sites.
- Advising a large leisure operator on the TUPE and employment aspects of its leisure management contracts with various local authorities and its bids for new work.
- Advising a large shopping centre operator on the TUPE and employment aspects of the sale of a shopping centre.