

# Caroline Jennings

Call: 2010

"Caroline is a confident and skilled advocate. She is thorough but also adaptable and her advice is sensible and pragmatic. Caroline gets on well with clients and is enjoyable to work with."

Legal 500 2025



Caroline Jennings is an employment law specialist, and consistently ranked as a leader in the field by both Chambers & Partners and Legal 500.

## Expertise

### Employment

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Caroline is consistently ranked as a leader in the field of employment law in both Chambers & Partners and Legal 500. Most recently, Chambers UK noted her to be "a skilled advocate with excellent client service... very intelligent, smart, tenacious and charming".

Caroline is instructed on behalf of both claimants and respondents to advise and represent them in employment tribunals across the country as well as the EAT. Her range of instructions see her representing some of the largest companies in the country as well as individual claimants. She also has a busy public sector practice, acting for NHS Trusts and local authorities.

Caroline is known for her excellent client care and ability to communicate effectively with both private and public clients, as well as those instructing her. A recent Chambers UK entry described her as "a very thorough and personable barrister".

Further to her court work, Caroline also undertakes a broad range of advisory work and acts as an independent party in internal investigations and disciplinary matters (most frequently surrounding employer allegations of gross misconduct and more complex employee on employee allegations of bullying, harassment and discrimination). Caroline is regularly instructed to advise on compromise agreements and also in judicial mediations.

Caroline represents appellants at the Police Medical Appeals Board.

Caroline is licensed to undertake public access work.

Caroline was appointed Deputy District Judge in April 2020. She sits on the South Eastern Circuit.

#### Birmingham

103 Colmore Row  
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B3 3AG

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Telephone: +44 (0) 121 606 0500

#### London

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7 Savoy Court  
London WC2R 0EX

DX: 449 London Chancery Lane  
Telephone: +44 (0) 207 420 7500

#### Bristol

30 Queen Square  
Bristol  
BS1 4ND

DX: 7838 Bristol  
Tel: +44 (0) 117 917 8501

Caroline has been appointed to the Attorney General's Panel of Counsel (B Panel).

## Notable Cases

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Successfully represented a professional services firm and its directors against claims of discrimination, whistleblowing, and automatic unfair dismissal. The claim included criminal allegations of rape against the CEO across several jurisdictions.

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Successfully represented a NHS Trust against a disability discrimination claim regarding the withdrawal of a job offer. Further succeeded in having the Claimant's appeal dismissed in the EAT.

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Successfully represented a Claimant on the issue of worker status arguing that the principles of the Uber judgment did not only apply to low paid workers in the gig economy, but also to higher earners.

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Successfully represented a private mental health hospital against claims of discrimination, whistleblowing, health and safety breaches and automatic unfair dismissal following assaults of the Claimant by a resident.

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Successfully represented a city council against a multi claimant discrimination and unfair dismissal claim arising from a restructure following changes in funding from Arts Council England.

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Successfully represented a multi academy trust against claims of pregnancy and maternity leave discrimination following the Claimant's redundancy upon return from maternity leave.

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Successfully represented a leading cleaning company against an indirect sex discrimination claim following questioning relating to dependent children at interview.

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Successfully represented a Deanery against an indirect race discrimination claim brought on the basis that it did not acknowledge EEA equivalent medical qualifications (pursuant to the European Directive).

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Successfully represented a leading employment business at a PHR to determine the employment status of a worker who had been on the same assignment for 13 years. Further succeeded in obtaining a costs order against the claimant.

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Successfully represented a nurse in her unfair dismissal claim following the hospital's finding that she was guilty of gross negligence.

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Successfully represented a science and engineering company against a complex age discrimination claim by an unsuccessful job applicant.

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Successfully represented a NHS Trust against a disability discrimination claim brought for unfair dismissal and failure to make reasonable adjustments. Successfully established that there was no link between the claimant's disability and the chemicals used for decontamination.

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Successfully represented a leading automobile business at a PHR to determine whether it was just and equitable to extend time so that the claimant's claims were

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allowed to continue out of time. The Claimant had been sectioned under the Mental Health Act 1983 in the intervening period.

Successfully represented multiple claimants in a redundancy claim on the basis that the redundancy exercise was unfairly coloured by management's personal views of the employees.

## Awards



## Memberships

- ELA
- Lincoln's Inn

## Appointments

- Caroline has been appointed Attorney General's Panel of Counsel (B Panel).
- Caroline was appointed Deputy District Judge in April 2020. She sits on the South Eastern Circuit.

## Qualifications

- BA(Hons) History. University of Leeds. First Class.
- GDL and BVC. BPP Law School, London.

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