

ALISON MACFARLANE EMPLOYMENT CONSULTANT NEW MEDIA LAW LLP



Alison Macfarlane

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Alison Macfarlane has over 16 years legal experience and is dual qualified as a Barrister (1993) and a Solicitor (2000). Following 6 years practising as an advocate at the independent Bar, Alison joined Eversheds in 1999 as part of its national employment law team. In 2003 Alison moved to commercial law firm, Howes Percival LLP, and after spending 5 highly successful years developing its employment team in her role as Partner and Head of Department, Alison retired from the partnership in 2008.

Alison's combined advocacy and specialist employment expertise means that she is highly experienced in dealing with contentious work in the Employment Tribunals, Employment Appeals Tribunal and the higher Appeal Courts. Alison has provided advice across the full spectrum of employment and Human Resources issues, for various types of business clients, from owner managed, to international companies.

Alison particularly enjoys discrimination law, and represented the Respondents in the reported leading cases of ***Croft v Consignia Plc*** (trans-gender discrimination – Court of Appeal) and ***Jones v 3m Healthcare Limited*** (post-employment discrimination – House of Lords).

Recognised for her practical, effective and problem solving skills, Alison works closely with her clients as an integral part of their Human Resources/management structure so as to assist their businesses in project planning, risk identification and management and the effective and smooth implementation of organisation change. She develops strong and beneficial relationships, and ensures that she understands the business of the client and its needs in order to ensure that her advice meets its needs.

Adept at seminar delivery, and the creation and delivery of bespoke training programmes, Alison is also available to assist clients/non-clients in the training of management in all areas of employment practice. She has acted as both advocate and Chairman at mock tribunals and has worked with organisations such as CIPD in enhancing its programme of events for members.

Chambers and Partners Entries

"Alison Macfarlane provides clients with high-end strategic advice."

"Alison Macfarlane offers an impressive service, working with a *commercially and operationally aware team.*"