

# **ANNA KAVANAGH SOLICITOR (CONSULTANT) NEW MEDIA LAW LLP**



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Anna specialises in all aspects of employment law including sex, gender, sexual orientation, race, age and disability discrimination (with a particular focus on mental health issues), flexible working legislation including parental rights, paternity and maternity rights, part-time worker regulations, agency and contract workers, all types of dismissal claims, harassment and bullying claims, breach of contract, and transfer of undertakings. She advises on all aspects of employment law policies including diversity, flexible working and training programmes. Anna also provides HR advice and drafts Staff Handbooks, employment contracts, compromise agreements and policies for organisations. She provides training, seminars and legal updates on various aspects of employment legislation. She also speaks at conferences, on the Radio and Television and publishes articles in the press about employment law.

Anna also provides Family law advice on divorce, private law Residency disputes under the Children's Act, the Child Support Act legislation governing child maintenance and ancillary relief disputes.

## **Examples of advice provided:**

- Cases of disability discrimination involving mental health problems such as depression, work place stress and anxiety in the workplace.
- A case of a police officer with HIV working in custody with exposure to infection and the Police Force's duty to make reasonable adjustments to his working life given his HIV condition. The case also involves claims of race discrimination, harassment and bullying.
- A case of an Immigration Officer with dyslexia, a heart condition and depression/anxiety requiring the employer to make reasonable adjustments to her workplace including providing the necessary equipment and training.
- A start up law firm requiring the drafting of a full staff handbook, policies on all aspects of organisational management and structure of a firm, staff contracts, forms and internal procedures for managing bonus payments and salary structures. Advice on legislation updates.
- Currently several cases involving allegations of theft and fraud involving employees and counter allegations of harassment and dismissal claims.
- Compromise agreements: advice on drafting, negotiating and settling dismissal claims for both employers and employees
- Redundancy programmes: managing redundancies both voluntary and forced.
- Training on various employment issues in the workplace including flexible working strategies and policies and managing disabilities in the workplace including the duty to provide reasonable adjustments for employees to manage their conditions in the workplace.
- Family law clients involving disputes over residency of their children and finances. Particular cases involving parents with disabilities (including mental health disabilities) and residency.