Helen Gower

CALL: 1992



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Overview

Helen Gower's practice is currently focussed in the field of professional regulation. In 2010, Helen was appointed as a Legal Assessor for the Health and Care Professions Council. Her current appointments for regulators include:

- Legal Adviser ACCA
- Legal Adviser ICAEW
- Legal Adviser IFA
- Legal Adviser CPAA
- Legal Adviser General Dental Council
- Legal Adviser Social Work England
- Legal Adviser General Optical Council
- Legal Assessor Health and Care Professions Council
- Legal Assessor Farriers Registration Council
- Legal Adviser General Chiropractic Council
- Legal Adviser General Osteopathic Council

Helen advises on procedural and legal issues in fitness to practise hearings and registration appeal hearings and she prepares draft determinations. She advises on a wide range of issues including proceeding in the absence of the Registrant, admissibility of evidence, applications relating to vulnerable witnesses, issues relating to discrimination and the Equality Act 2010, discontinuance, voluntary removal, interim order applications and reviews, reviews of substantive orders and restoration to the register.

Helen's practice also includes discrimination law. In 2022 Helen was appointed as lawyer for an Independent Review Board set up by a political party to review decisions relating to complaints involving protected characteristics. This role involved making decisions as to whether decisions are compliant with the relevant constitutional rules and the Equality Act 2010. In 2025 Helen was appointed to the Independent Complaints Committee. She chairs this Committee, which hears complaints involving protected characteristics and determines appeals brought against decisions taken by the NEC in complaints involving protected characteristics.

Helen's practice in discrimination law also includes conducting confidential investigations in sensitive cases involving allegations of discrimination and/or harassment.

Helen is an accredited mediator.

Professional Regulatory & Discipline

Helen is a legal assessor for accountancy, health profession and social worker disciplinary panels.

As a legal assessor, Helen has experience of a full range of conduct, competence and health cases including issues relating to convictions, sexual misconduct, dishonesty, clinical errors and record keeping. Helen advises panels on procedural issues including adjournments, proceeding in the absence of the Registrant, sitting in private, and evidential issues.

Helen is a member of ARDL.

Expertise

- Education & Safeguarding
- Employment & Discrimination
- Finance
- Health
- Insurance
- Mediation
- Professional Regulatory & Discipline
- Public Law
- Retail and Consumer

Recommendations

"Very thorough in her preparation and has a good track record of winning cases for us." Chambers & Partners 2022

"She is eloquent before the court and has a very good manner with clients and the other side." The Legal 500

Key contacts

Samantha Jones

Deputy Senior Clerk

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Louis Lockwood

Senior Team Leader

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Archie Conners

Team Leader Assistant

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ADR / Mediation

Helen is an accredited mediator through the ADR Group.

HR Professional Support

Helen's special area of expertise is advising disciplinary panels and drafting the written determinations. She currently holds appointments as Legal Adviser for fitness to practice proceedings involving a range of professions including ACCA, ICAEW, IFA, CPAA, the General Dental Council, General Optical Council, Social Work England, Health and Care Professions Council General Osteopathic Council, and General Chiropractic Council.

She has considerable experience of the practical issues arising in disciplinary hearings, including applications for adjournments, arrangements for witnesses giving evidence including handling potential conflict of interest, vulnerable witnesses, "half-time" submissions, and matters relating to admissibility of evidence.

She assists the Committee to draft concise structured decisions that address all relevant issues. She prepares written determinations, based on the reasons of the Committee, on the day of the hearing. She has experience in ensuring that hearings are fair, both for those represented by experienced legal representatives and for those who are unrepresented.

Helen conducts confidential investigations in sensitive cases involving allegations of discrimination and/or harassment. In 2026 she was invited to investigate and make recommendations in respect of a complaint of sexual harassment for a charity in the legal sector.

Recent and current work

- *Haq v Audit Commission* EWCA Civ 1621; IRLR 203. Equal Pay, material factor defence and justification;
- *Vernon v LBHF*EqLR 527. Race discrimination failure to promote and victimisation claim relating to communications to ACAS;
- *Yilmaz v LBTH* ET. 8 day hearing. Claim for unfair dismissal – some other substantial reason, race discrimination and harassment, disability discrimination and harassment;
- *John v LB Newham* (ET). Claim for unfair dismissal, race discrimination, harassment on grounds of race and sex, and breach of contract.