

## Joanne Twomey-Calder

CALL: 2017

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### Overview

Joanne undertakes work relating to all aspects of employment law with a particular interest in whistleblowing and discrimination.

Before coming to the Bar Joanne read Law at Manchester University, graduating with first-class honours. She was called to the Bar in 2017 as a Harmsworth scholar of Middle Temple, also receiving the Blackstone Entrance Exhibition.

Outside work, Joanne enjoys attending football and rugby matches, particularly supporting Arsenal and Saracens.

### Employment & Discrimination

Joanne is regularly instructed by both Claimants and Respondents in factually and legally complex multi-week trials gaining experience of employment litigation in the Employment Tribunal, the Employment Appeal Tribunal, and the High Court. Joanne's significant trial experience enables her to advise clearly and pragmatically on merits, remedy and litigation strategy.

Joanne regularly appears in cases involving allegations of discrimination, whistleblowing detriment, breach of contract and unfair dismissal. Joanne can draft clear pleadings and advises on litigation strategy at any stage of litigation.

Joanne is instructed on behalf of Claimants by a variety of unions. Recent examples include: Unison, Unite, GMB, British Air Line Pilots Association, British Medical Association, Fire Brigades Union and National Education Union.

Joanne also has significant experience representing a wide range of Respondents, including: NHS Trusts, Public and Private Limited Companies, Limited Liability Partnerships, Schools & Higher Education Institutions, Government & Public Bodies, as well as Banks and other FCA regulated organisations.

Whilst Joanne's particular strength lies in trial advocacy, she is exceptionally client focussed, proactively identifying issues which arise outside of initial instructions or go beyond a purely legal assessment. Clients appreciate Joanne's flexibility and willingness to "go the extra mile", along with her ability to consider the commercial reality and / or reputational impact of a case.

### Investigations

Joanne is instructed both to conduct and advise on investigations in the workplace and independent schools, covering a wide range of issues, including:

- bullying
- harassment
- discrimination
- sexual misconduct
- whistleblowing
- safeguarding

### Expertise

- Clinical Negligence
- Education & Safeguarding
- Employment & Discrimination
- Finance
- Health
- Inquests & Public Inquiries
- Investigations
- Personal Injury
- Professional Regulatory & Discipline
- Public Law
- Travel

### Recommendations

"They have good coverage at all levels, meaning you can always find the right barrister for the case in question." Chambers & Partners

### Key contacts

#### Lee Jennings

**Team Leader**

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#### Twinkle Plowman

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