Louise Chudleigh

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Overview

Louise Chudleigh is an established employment law practitioner who is consistently recognised by the legal directories as a leading junior. She was shortlisted for Employment Junior of the Year in 2025 at the Chambers UK Bar Awards, the Legal 500 Bar Awards and the International Employment Lawyer Awards. In 2026, she was again shortlisted for Employment Junior of the Year at the Legal 500 Bar Awards.

She has significant experience in equal pay litigation including private sector and local authority multi-party claims. She also has considerable experience of complex discrimination and whistleblowing claims and often appears against leading counsel.

Louise enjoys, and is skilled at preparing and presenting lengthy, fact rich, document heavy, first instance employment cases. She has a particular interest in cases involving the financial services sector, medical practitioners, public sector litigation, and claims by police officers.

Outside court, a significant proportion of her work involves, behind the scenes, strategic advice. Louise is known to have a “second-to-none work ethic.” (The Legal 500 2023) and “well-tuned tactical antennae” (Chambers & Partners 2019).

Louise has been a fee paid Employment Judge since 2001 and has also developed a busy practice conducting investigations (see the separate Investigation profile).

She is a certified and practicing mediator and known to be extremely effective.

Louise is trained in and accepts public access work.

Memberships

- Employment Law Bar Association – former committee member; Industrial Law Society; Employment Lawyers Association.
- Member of the Bermuda Bar.

Employment & Discrimination

Louise is recognised in the legal directories as a leading junior in employment law. She has significant experience in multi-party equal pay litigation as well as complex discrimination and whistleblowing claims. She is skilled at preparing and presenting lengthy, fact rich, document heavy first instance employment cases and also has an appellate practice.

She is regularly instructed on behalf of local authorities, NHS Trusts, police services, financial institutions and other large employers in complex cases and also acts for employees and trade unions.

Louise has been instructed in the Birmingham City Council equal pay litigation (reputed to be the largest ever equal pay case) since 2007, and continues to be instructed by Tesco in ongoing equal pay litigation in the employment tribunal as well as in the appellate courts.

Louise has particular expertise in matters relating to the employment and dismissal of medical practitioners and police officers.

A selection of recent cases

Expertise

- Employment & Discrimination
- Investigations

Recommendations

"Louise's work ethic is extraordinary and she has a remarkable ability to absorb and distil information to present excellent service to clients." Chambers & Partners 2026

"Louise is an exceptional advocate with excellent client care skills. She deals with challenging litigants with great skill and intelligence." Chambers & Partners 2026

"Louise Chudleigh is excellent, very knowledgeable and tenacious." Chambers & Partners 2026

“Louise is a great tactician and thinks carefully about how to present the case.” Chambers & Partners 2025

Key contacts

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Equal Pay

Louise has experience of a lengthy Stage 2 Equal Value hearing as well as Employment Appeal Tribunal and Court of Appeal hearings regarding: the meaning of 'work' and other matters including the relevance of risks & hazards and working conditions to the question of equal value, disclosure of comparator information ; the validity of a job evaluation scheme and burden of proof; and the meaning of 'work' and other matters including the relevance of risks & hazards and working conditions to the question of equal value.

Discrimination and whistleblowing

- *Miller v Commissioner of City of London Police v Miller* [2024] – a whistleblowing dispute involving a former senior officer in the Special Constabulary
- *Smo v Hywel DDA University Health Board [2022]* – a complex employment tribunal claim for direct race discrimination, victimisation, unfair dismissal and wrongful dismissal in which Louise acted for the respondent against leading counsel and succeeded on all issues, including establishing that a complaint of race discrimination was made in bad faith;
- *Shittu v South London & Maudsley NHS Foundation Trust [2022] IRLR 382]*– disability discrimination and other matters (EAT);
- *The Commissioner of the City of London Police v Geldart [2021] I.C.R. 1329* – sex/maternity discrimination (CA);
- *X v a firm [2019]* – complex associative discrimination claim involving a vulnerable witness;
- *Dahou v Serco Ltd* – trade union dismissal claim – went to the Court of Appeal via the EAT and was remitted to the tribunal;
- *Kudrath v National Policing Improvement Agency* – 5-week ET case about sex and race discrimination. Acted for the Respondent and succeeded in relation to all 62 allegations.

Investigations

Louise has practiced in the field of employment law for a significant time and has been a fee-paid employment judge since 2001. She has extensive experience conducting all types of investigations, as well as presiding over both disciplinary and grievance proceedings, and understands the need to produce investigation reports as soon as reasonably possible.

Feedback from clients has included:

"*Thank you again for the report….. it's incredibly thorough and clear on its findings. [The client] were …. pleased with it and appreciated its pragmatism".*

"Thanks very much Louise……It has been great working with you. Thanks for prioritising this and doing a thorough job".

"*Many thanks for your report – it's exactly what's required".*

"Thank you very much Louise for being so thorough and diligent throughout".

Recent examples of Louise's work in this area include:

- Conducting a whistleblowing investigation for a bank.
- A complex bullying investigation for a charity.
- Investigating allegations of serious sexual misconduct at a work-related event.
- A fact-finding investigation into allegations of transphobia.
- Undertaking an investigation into allegations of bullying for an organisation involved in the provision of care.
- An investigation into sensitive matters for a national sporting body.
- Conducting a sensitive investigation for a local authority into allegations of serious sexual assault.
- Investigating allegations of fraud for a medical supplies company.
- Chairing a disciplinary appeal following a dismissal for historic sexual harassment.
- Investigating allegations of sexual misconduct outside the workplace.
- Determining an internal workplace grievance and making recommendations.
- Conducting a fact-finding investigation into allegations of race discrimination for the purposes of a grievance appeal by woman employed in a global engineering company.

Professional Regulatory & Discipline

Louise Chudleigh's practice has encompassed matters relating to the disciplining and dismissing of doctors, dentists, other health-care professionals and the police

for over 20 years.

Louise has frequently appeared in medical employment cases in the employment tribunal, in the High Court and on appeal, including in the Supreme Court in Chhabra v West London Mental Health NHS Trust. She sits as a legal adviser to NHS disciplinary panels and also acts as an advocate in disciplinary hearings. Louise has appeared before the GMC and the HPC and other regulatory bodies, and has acted as a legal assessor for the British Psychological Society's Conduct and Fitness to Practice Committees.

A sample of cases in which Louise has appeared includes:

- *Dr X v NHS Trust Y* [2019] – attempt to halt disciplinary process;
- *Jain v Manchester University NHS Foundation Trust* [2018] – injunction relating to a proposed a SOSR disciplinary hearing;
- *Elangovan v The Pennine Acute Hospitals NHS Trust* [2018] – case involving misconduct and SOSR;
- *Dowsing v Shrewsbury & Telford NHS Trust* [2016] – successfully acted for consultant orthodontist in case concerning whistleblowing about breach of waiting list referral to treatment times;
- *Re Dr A* [2016] – appeared for consultant cardiothoracic surgeon in matters relating to alleged misconduct;
- *Ni'Man v Norfolk Community Healthcare NHS Trust* [2016] – instructed in internal disciplinary hearings and employment tribunal in long running dispute regarding alleged misconduct by an associate specialist;
- *Re Dr B* [2015] – acted for practitioner before GMC in issues related to fitness to practice;
- *Fynes v St George's Hospital NHS Trust* [2014] EWHC 756 (QB) – HC decision concerning classification of disciplinary allegations as between conduct and health;
- *Chhabra v West London Mental Health NHS Trust* [2014] IRLR 22 – SC decision about injunctive relief in relation to disciplinary proceedings.

HR Professional Support

Louise Chudleigh's practice has encompassed matters relating to the disciplining and dismissing of doctors, dentists, other health-care professionals and the police for over 20 years.

Louise has frequently appeared in medical employment cases in the employment tribunal, in the High Court and on appeal, including in the Supreme Court in Chhabra v West London Mental Health NHS Trust. She sits as a legal adviser to NHS disciplinary panels and also acts as an advocate in disciplinary hearings. Louise has appeared before the GMC and the HPC and other regulatory bodies, and has acted as a legal assessor for the British Psychological Society's Conduct and Fitness to Practice Committees.

A sample of cases in which Louise has appeared includes:

- *NHS Trust v Dr X [2021]* – internal disciplinary hearing against a doctor accused of very serious sexual assault. Louise acted for the Trust at the initial hearing and then (against leading counsel) at the appeal;
- *Dr X v NHS Trust Y [2019]* – attempt to halt disciplinary process;
- *Jain v Manchester University NHS Foundation Trust [2018]* – injunction relating to a proposed a SOSR disciplinary hearing;
- *Elangovan v The Pennine Acute Hospitals NHS Trust [2018]* – case involving misconduct and SOSR;
- *Dowsing v Shrewsbury & Telford NHS Trust [2016]* – successfully acted for consultant orthodontist in case concerning whistleblowing about breach of waiting list referral to treatment times;
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Professional Recommendations





Louise Chudleigh

“A cogent advocate, with an exceptionally strong work ethic.”

The Legal 500 2025

“Louise is a great tactician and thinks carefully about how to present the case.”

Chambers & Partners 2025

“Louise is very responsive and brilliant at answering questions that come up.”

Chambers & Partners 2025

“Louise is a pleasure to work with, giving pragmatic advice and helping clients see the bigger picture. She is calm under pressure and good with clients and witnesses.”

Chambers & Partners 2024

“Louise is analytical, strong on detail and collaborative to work with.”

Chambers & Partners 2024

“Louise is fantastic and does great work for us on very tricky and sensitive cases.”

Chambers & Partners 2024

“A junior who demonstrates the ability to get to grips with complex cases quickly.”

The Legal 500 2024

Observations in the legal directories have also included:

“Senior junior with over 20 years’ worth of practice in (the employment) field. She has earned an impressive reputation for her work in the discrimination sphere.”

“She is very familiar with the law, has an excellent style and is very practical.”

“Skilled cross-examiner and is popular with clients.”

“Known for her excellent people skills and her clear and erudite judgment.”

“Gets to the root of a case ignoring those matters peripheral to winning or losing.”

“Composed and measured, she never flusters and is extremely client-friendly.”

“User friendly approach, firm but fair advocacy style and good tactical awareness.”

“Strong on equal pay work.”

“Part-time judge Louise Chudleigh’s practice focuses on complex discrimination and equal pay, with her cases having included Barker v. Birmingham City Council.”

“Louise Chudleigh regularly acts on behalf of local authorities, NHS Trusts, police services and financial institutions and is known for her ‘meticulous preparation.’”