

## Serena Crawshay-Williams

CALL: 2019

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### Overview

Serena accepts instructions in all of Chambers' core practice areas.

Before coming to the Bar, Serena taught law at the University of Bristol and worked as a Research Assistant for Professor of Labour Law, Alan Bogg. She is a trained mediator and is accredited by ADR ODR International. Serena is a member of Advocate and the Free Representation Unit.

#### Academic

- BPTC, Very Competent (University of West England, 2019)
- LLM in Public Law, Distinction, top mark of the year (University of Bristol, 2017)
- LLB, First Class (University of Bristol, 2016)

#### Awards & Prizes

- Finalist, Richard Murtagh Memorial Moot (Middle Temple, 2019)
- Queen Mother Scholarship (Middle Temple, 2018)
- Prize for Law, Gender and Sexuality (University of Bristol, 2017)
- Prize for Migration and Work (University of Bristol, 2017)
- Prize for Information Technology Law (University of Bristol, 2017)
- Winner, Herbert Smith Freehills Postgraduate Moot (University of Bristol, 2017)
- Winner, Lawyers Without Borders Debating Competition (University of Bristol, 2017)
- K&L Gates Prize for Employment Law (University of Bristol, 2016)

### Employment & Discrimination

Serena has experience representing claimants and respondents in the Employment Tribunal. Serena's recent instructions include:

- Successfully represented a claimant in a five-day disability discrimination trial.
- Successfully represented a respondent in a three-day whistleblowing trial.
- Successfully represented a claimant in a two-day unfair dismissal trial involving redundancy.
- Drafting witness statements for a three-week whistleblowing trial.
- An ongoing multi-party holiday pay and discrimination claim, led by [Michael Ford KC](#).
- An ongoing six-day race discrimination claim, led by [Jack Mitchell](#).

Before coming to the Bar, Serena worked as a Research Assistant for Professor of Labour Law, Alan Bogg. She also worked for an employment law consultancy where she helped to conduct a workplace investigation for an NHS Trust.

Between October 2020 and February 2021, Serena completed a secondment in the employment team at Capsticks LLP. During secondment, Serena gained experience drafting pleadings, witness statements, and advices. She also regularly represented NHS Trusts in the Employment Tribunal.

Serena is co-author of the Westlaw Insight articles on: contracts of employment, gratuities and tips, holiday pay, national minimum wage, reinstatement and re-

### Expertise

- Administrative & Public Law
- Clinical Negligence
- Education & Safeguarding
- Employment & Discrimination
- Mediation
- Personal Injury
- Professional Regulatory & Discipline

### 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

#### Joe Kallas

**Team Leader**

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#### Evie Cocker

**Junior Team Leader Assistant**

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#### Lee Jennings

**Team Leader**

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engagement, shop stewards, trade unions, unlawful deductions of wages, wages, and workforce agreements.

Serena is a member of the Employment Law Bar Association and the Employment Lawyers Association.

## Personal Injury & Clinical Negligence

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Serena appears in claims involving road traffic accidents, occupiers' liability, employers' liability, and public liability. She frequently drafts pleadings, schedules of loss, and advices on liability and quantum.

Serena adopts a strategic approach to litigation. As a trained mediator, Serena has developed a high standard of communication and negotiation skills. She has been praised for her client care skills and her ability to handle sensitive matters with clients during conferences.

Serena is a member of the Personal Injuries Bar Association.

## Public Law

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Serena was instructed by UNISON, led by [Michael Ford KC](#) and [Stuart Brittenden](#), in a claim for judicial review of the Conduct of Employment Agencies and Employment Businesses (Amendment) Regulations 2022.

Serena was instructed by UNISON, led by [Michael Ford KC](#) and [Stuart Brittenden](#), in a claim for judicial review of The Restriction of Public Sector Exit Payments Regulations 2020. In February 2021, the Government revoked the Regulations.

During pupillage, Serena assisted [Ben Collins KC](#), [Nadia Motraghi](#), [Eleena Misra](#) and [Rachel Owusu-Agyei](#) in *Adiatu v HM Treasury [2020] EWHC 1554 (Admin)*, a case concerning an application for judicial review in a challenge to the Coronavirus Job Retention Scheme and the Statutory Sick Pay regimes that excluded workers not paid by PAYE.

Serena is a member of the Attorney General's Junior Junior Scheme.

## Professional Recommendations

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"Serena was just superb. Explained everything to us all and really helped to appease any nerves."

"I wanted to thank you for all your hard work and support to [the clients]. I spoke with them last night and they reiterated how happy they were with your work"

"Always enjoyable to work together"

"Thank you for your diligence and hard work on this case - I really appreciated it as it was not straight forward. I thought your advice was brilliantly prepared and delivered in a clear and coherent manner. We will be working together again!"

"Extremely clear and cogent submissions. And a very satisfying read for me."

"Thank you for all your hard work on this... this represents an excellent outcome exceeding my expectations!"