

Lameesa Iqbal



Call: 2021

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Profile

Lameesa accepts instructions across the full breadth of employment law and discrimination matters in both the employment tribunal and county courts. Lameesa acts for Claimants and Respondents throughout the course of litigation, from advising on pre-action strategy up to representing the party at the final hearing, and all aspects of case management in between. She is regularly instructed in complex multi-day discrimination and whistleblowing trials, with a particular emphasis on pregnancy/maternity and sex discrimination cases. Lameesa has extensive experience with unfair dismissal, pay and conditions, worker status, and TUPE cases, as well as having a strong advisory and mediation practice.

Lameesa's other areas of specialism are complementary to her employment and discrimination practice. Her education law knowledge assists with Higher Education employment issues facing staff and institutions. Lameesa's experience of high value and complex schedules of loss for personal injury and clinical negligence claims informs her approach to remedy in claims involving workplace stress/psychiatric injury.

Lameesa has widespread discrimination law experience having previously represented families whose children had experienced disability discrimination in the First-Tier Tribunal (Special Educational Needs and Disability) as both an education law paralegal and as Senior Director of the School Exclusion Project. She is passionate about pro bono work, having

volunteered with the National Centre for Domestic Violence and the No5 Chambers Immigration/Human Rights Project. She has also gained experience of legal reform as a Legal Intern at JUSTICE. Before embarking upon her legal career, Lameesa gained a First Class BSc in Psychology and worked as a Research Assistant in a world-leading Developmental Neuroscience lab.

Education

GDL & BPTC, City, University of London

BSc Psychology, University of Glasgow (First Class Honours)

Related practice areas

Employment, Discrimination and Equality Law

Education

Clinical Negligence, Personal Injury & Product Liability

Court of Protection & Mental Health

Employment and Discrimination Law

Lameesa's primary practice is employment and discrimination law (including discrimination in goods and services). She is particularly sought after for her excellent client care and strategic advice. Recent cases include:

- Representing two claimants in claims arising out their removal from their team at work after raising complaints following discriminatory comments/actions taken against them. All claims were upheld, including direct race discrimination, harassment on the grounds of race, and victimisation.
- Successfully settled multiple cases via Judicial Mediation (acting for both claimants and respondents). Lameesa has been noted for her diligent preparation and thorough analysis of strengths and weaknesses in position.
- Advising a teacher on the merits of a third-party harassment claim, as well as race and sex discrimination.
- Halton v Barnet Football Club Ltd and Mr A Kleanthous. Lameesa represented the claimant in a 6-day trial relating to constructive unfair dismissal following maternity leave. Claims of pregnancy/maternity discrimination, sex discrimination, constructive unfair dismissal, wrongful dismissal, whistleblowing, and victimisation were upheld.

- Being instructed with Paras Gorasia to represent a claimant in a multi-day trial for claims of disability discrimination, failure to make reasonable adjustments, and whistleblowing detriment against a University.
- Worthington v Norton Healthcare t/a Teva Runcorn. Lameesa acted on behalf of the respondent and successfully had claims of race and age discrimination struck out due to no reasonable prospects of success at a preliminary stage.
- Advising a senior NHS consultant on prospects of a whistleblowing and race discrimination claim, leading to a favourable settlement for the claimant.
- Representing a claimant in a multi-day trial for disability discrimination and failure to make reasonable adjustments against an NHS Trust, successfully applying to amend to include a claim for personal injury arising out of said discrimination at the start of the final hearing.
- Advising on a range of issues including goods and services discrimination, exit clauses from high-value contracts, and historical TUPE issues (instructed with Nick Toms for the latter).

Education Law

Lameesa has a strong advisory law practice, particularly regarding disability discrimination, Part 6 Equality Act 2010 claims, and applications for judicial review.

Previously, Lameesa worked as a specialist education law paralegal at Coram Children's Legal Centre, and was also a Senior Director of the School Exclusion Project, representing families in Governors' Disciplinary Committee and Independent Review Panel hearings using judicial review principles. She is very familiar with appealing all sections of Education Health and Care Plans in the SENDIST, and representing excluded children.

Personal Injury

Lameesa has specialist training in high-value, multi-million pound Quantum cases in both a personal injury and clinical negligence context. During pupillage she learned how to draft complex and highly detailed Schedules of Loss in Excel as well as the ins and outs of instructing medical experts.

Lameesa has been instructed to draft Child Settlement Advices and Particulars of Claim for injured employees. She has assisted with drafting a Schedule of Loss for a high-value case where a child suffered severe brain injury after being struck by a van and has attended several Joint Settlement Meetings led by senior juniors and KCs for high-value personal injury cases.

Public Inquiries

Lameesa is developing a practice in public inquiries. She is currently instructed as junior counsel on the UK Covid-19 Inquiry, acting for Clinically Vulnerable Families, led by Adam Wagner.

Court of Protection and Mental Health

Lameesa is well placed to accept instructions in Court of Protection proceedings, drawing upon her background in Psychology and Neuroscience. She acts in section 21A applications challenging deprivations of liberty in care homes and hospitals, as well as health and welfare proceedings, for P via their litigation friends including the Official Solicitor, family members, and Local Authorities.