

## Louise Mankau



Call: 2005

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### Profile

She is regularly instructed in various aspects of employment litigation including all forms of discrimination, whistle-blowing claims, TUPE matters, constructive/unfair dismissal and contract law. She is also experienced in employment-related international administrative law matters.

Louise has been described as very approachable, and an excellent communicator who provides a very high standard of client care. She is noted by instructing solicitors as being “*remarkably responsive*”, as having “*an excellent rapport with judges and lay members*”, and being “*extremely client-friendly*”.

During the course of her career at the Bar, Louise has acted for both Claimants and Respondents, including clients as diverse as cleaners, bus drivers, surgeons, European royalty, international institutions not subject to the jurisdiction of English law, large telecommunications companies and a number of local authorities and charities.

In 2014, following a period of maternity leave, Louise took a break from the Bar and worked as Head of Employment at a solicitors firm for two years. As a result of this experience, she is particularly sensitive to the needs of instructing solicitors.

## What the directories say

*"Louise puts clients at ease with her friendly demeanour. She is tenacious and meticulous in her preparation and advocacy, often identifying key issues at an early stage and achieving fantastic results for clients." - Legal 500 2023*

*"Louise is an excellent, straight-talking advocate with astonishing attention to detail. She is meticulous in her preparations, pointed in her cross-examination, and her advice is thorough yet accessible. In short, she is a real asset to the Bar. Her real talent, however, is her ability to put her clients at ease and to create a strong connection with them and their witnesses in what is invariably a stressful situation for them." - Legal 500 2022*

## Notable Cases

Louise has been, and continues to be, instructed in a number of appeals, including the following notable cases

### **Swissport v Exley & Ors** [2017] ICR 1288

A "Category A" appeal at the EAT to determine the application and scope of costs orders in cases funded by way of Damages Based Agreements. Louise acted on behalf of the 8 Respondents to the appeal and the case was the first appellate authority on the issue of Damages Based Agreements and costs in the employment law field.

### **Brown & Ors v London General Transport Services Ltd & Or** UKEAT/0136/16/RN

Louise and Paras Gorasia of Doughty Street Chambers successfully acted for approximately 53 bus drivers in an appeal concerning non-payment of contractual allowances following a TUPE transfer.

### **Tabberer & Ors v Mears Ltd** UKEAT/0064/17/JOJ

Louise acted on behalf of a number of electricians in respect of non-payment of a contractual allowance following a TUPE transfer. The case involved issues of contractual variation, TUPE and causation.

### **O'Shaughnessy v DWP** UKEAT/0065/18/LA

Louise is acting for the appellant in an upcoming appeal concerning discrimination arising from disability, and the proportionality aspect of the Respondent's justification defence.

## Pro Bono Work

Louise is a member of the Employment Law Appeal Advisory Service and the Employment Tribunal Litigant in Person Support Scheme (ELIPS). She also provides pro bono advice and

assistance to Project 17, a charity which works with the aim of reducing destitution among migrant children.

## **Training**

Louise has previously conducted a large number of seminars, training sessions and mock tribunals to a number of organisations and local authorities. She is happy to provide bespoke training on request. She has also acted as advocacy trainer for the Employment Lawyers Association and the University of Law.

## **Education**

LL.B– University of Edinburgh (Scots Law)

LL.M European and Comparative Law – University of Maastricht, The Netherlands

CPE – London Metropolitan University

BVC – Inns of Court School of Law

## **Languages**

German

## **Related practice areas**

Employment, Discrimination and Equality Law