

Tom Fancett

Associate



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Overview

Tom has experience acting for both employers and employees, advising on the full spectrum of contentious and non-contentious matters. His experience includes advising on large commercial transactions, including redundancy and TUPE issues; undertaking buy -side and sell- side due diligence exercises into the employment aspects for multiple commercial transactions; coordinating multijurisdictional projects; defending Employment Tribunal claims in relation to unfair dismissal, disability and sex discrimination, and whistleblowing; advising on day-to-day HR and disciplinary issues; drafting and negotiating settlement and service agreements; and reviewing company handbooks and template employment contracts.

Recognition

In the Media

- "Employee bonuses – claw back in anger?," *Reward* magazine, January 5, 2018

Insights

- "London's gender pay gap worst in the UK," Dentons Article, November 30, 2017
- "EAT finds you cannot cherry pick from without prejudice conversations," Dentons Article, December 1, 2017
- "King v. Sash Windows judgment leaves employers vulnerable to backdated holiday claims," Dentons Article, December 4, 2017
- "Summary Dismissal – Calculating the Effective Date of Termination," Dentons Article, February 7, 2018
- "IFS report: Part-time work is playing a major role in the gender pay gap," Dentons Article, February 9, 2018

Activities and Affiliations

Community Involvement and Pro Bono

Tom often undertakes pro bono work, having volunteered at the Islington Legal Clinic and advised multiple charities, including assisting a children's charity in relation to updates to its employee and volunteer policy documents, and advising a cancer charity in relation to a settlement agreement and negotiations with a former employee.

Memberships

- Member, Employment Lawyers Association

Prior and Present Employment

- Associate, Dentons (2017 to date)
- Trainee Lawyer, CMS Cameron McKenna Nabarro Olswang (2015 – 2017)

Areas of focus

Practices

- Employment and Labor Advice and Counseling
- Disciplinary and Grievance Procedures
- Employment Contracts, Handbooks and Policies
- Wrongful Termination and Unfair Dismissal
- Workers Compensation

Education

- University of Law, 2015, LPC
- University of Law, 2014, GDL
- University of Edinburgh, 2011, MA (Hons), History

Admissions and qualifications

- Solicitor, Senior Courts of England and Wales, 2017