

Ceri Widdett

Qualification(s): BA (Hons)

Year of Call: 1994

Inn: Grays

Ceri Widdett specialises in discrimination law including sex, race, disability, gender reassignment, pregnancy, marriage and civil partnership, religion or belief, sexual orientation and discrimination in the provision of goods, facilities and services. She also undertakes all other aspects of employment law including:

- Occupational stress at work
- Redundancy (individual and collective)
- TUPE
- Unfair and wrongful dismissal
- Victimisation
- Whistle blowing
- Restrictive covenants

During 2009-12 she has appeared in the Employment Tribunal, Employment Appeal Tribunal, County Court and High Court representing both Claimants and Defendants on issues relating to equality and human rights. She has been involved in numerous high profile multi-day and legally complex discrimination cases. She appeared in the Employment Appeal Tribunal on four occasions during 2009/2010.

Appointments

Equality and Human Rights Commission preferred panel of Counsel: 2011-2013

Recommendations:

Chambers & Partners 2011 cites team leader Ceri Widdett as a notable junior in employment law who is "a solicitor's favourite" and "is always on top of a case and has a very clear understanding of the law."

The Legal 500 2011-12 cited Ceri as "an extremely skilled, confident and tenacious advocate who keeps a cool head in tribunal".

Ceri has further been recommended in the Legal 500 for employment law as follows:

- 2004: "... punches above her weight at a 1994 call."
- 2005: "... is building a solid practice in employment with a discrimination bias."
- 2006: "...recommended for all types of employment work."
- 2007-08: "**Ceri Widdett is a good all rounder with a niche in discrimination work**"
- 2008-09: "... has deservedly built a very good practice."
- 2009-10: Regional Employment Bar
- 2010-11: "... succeeded in a complex time limit extensions matter before the Employment Appeal Tribunal in Nationwide Leisure v Parnham."

Recent Cases of Importance:

1. Homer v Chief Constable of West Yorkshire [2009] ICR 223, [2009] IRLR 262. Successfully represented the Claimant in one of the first indirect age discrimination claims to eventually go to the Court of Appeal. Successfully obtained permission to appeal to the Court of Appeal.
2. Campbell v Leeds United AFC [2009] EW Misc 4 (EWCC) 3 April 2009. Represented the Claimant in two consecutive successful multi-day direct race and sex discrimination and victimisation claims. Further represented the Claimant in the High Court in a claim for occupational stress at work. Successfully argued issue estoppel in the Claimant's favour. This is the first time that estoppel had been successfully argued in the Claimant's favour in an occupational stress at work claim.
3. Girvin v Humberside Probation Trust (UKEAT/0197/09/DA). Represented the Respondent at first instance and on appeal at the Employment Appeal Tribunal in a claim alleging direct disability discrimination, disability-related discrimination and a failure to make reasonable adjustments.
4. Obegegbe v Stag Security Services Limited (2011): Multi-day case in the Watford Employment Tribunal. Successfully represented Respondent in a claim for race discrimination. Successfully defended Review on the ground of fraud. Currently listed in the EAT for appeal on the grounds of new evidence.
5. Oduwole v Carlton Nursing Homes Limited (2011): Successfully represented Respondent nursing home in multi-day race discrimination case in the Leeds ET.
6. Dr Munby v University of Sunderland (2011): Successfully represented Respondent University in a claim for failure to make reasonable adjustment under the DDA for a science lecturer with photosensitive migraines. Adjustment of new lighting rejected by the Newcastle ET as not reasonable.

7. IG v Mental Health Matters (2011): Represented the Charity CEO in the Teeside ET in a multi-day high value claim for unfair dismissal.
8. G v Chaucer Business and Enterprise College and Sheffield City Council. Multi-day case representing Claimant on a direct access basis in a claim for unfair dismissal for the use of unreasonable restraint in a school with children with challenging behaviour.
9. Sessay v Voyage Care (2011): Successfully represented the Respondent in multi-day unfair dismissal and race discrimination claim in the Watford ET.
10. Aziz v Crown Prosecution Service. Successfully represented the Claimant at first instance in a high profile and sensitive multi-day claim alleging direct race discrimination against the Crown Prosecution which eventually resulted in an award to the Claimant of £600,000.
11. Tansey v HSBOS (December 2009). Represented the Claimant in a high profile multi-day sex discrimination and harassment claim. The claim involved complex legal arguments concerning allegations of continuing acts by various employees over a 10 year period and a culture of sexual harassment for which HSBOS were argued to be liable.
12. Eaton-York v Visa Bureau (October 2009). Successfully represented an employer in multi-day direct race discrimination claim in the Central London Employment Tribunal.
13. Colourscape Investments Ltd and Others v Mrs E Parkin (UKEAT/0451/09/DA). Represented the Respondent in a successful appeal on costs at the Employment Appeal Tribunal before HHJ Peter Clark. The issues included insufficiency of reasons, recoverability of costs for unreasonable behaviour where one Respondent was found to have partially lied and breach of natural justice when awarding indemnity costs.
14. Nationwide Leisure Limited v Parnham (UKEATPA/0724/09, HHJ Peter Clark). Successfully appealed the Order of the Registrar whereby she refused to extend time by one day to lodge an appeal before the Employment Appeal Tribunal.
15. Represented the Claimant, a Solicitor, in a multi-day case alleging harassment and sex discrimination against her firm (2010).
16. Hespe v Sheffield Hallam University. Represented the Claimant on a Direct Access basis in a multi-day whistleblowing and victimisation claim alleging fraud on the part of a number of senior university employees (2008).
17. Represented the Defendant in a County Court claim alleging disability discrimination in relation to the provision of facilities, goods and services, namely a car insurance quote.

Non-advocacy work

Publications

- “Justifying Treatment and Other Stories” – Tameside and Glossop Acute Services NHS Trust v CM (A Patient), Feminist Legal Studies, Vol V, No 1, 1997.

Recent Seminars

- Equality Act Update (November 2011)
- Equality Act Update (April 2011)
- Discrimination Case Law Review (May 2010)
- The Equality Act 2010 (May 2010)
- Stress at Work Claims and Issue Estoppel (May 2009)
- Unfair Dismissal and the Employment Act 2008 (March 2009)
- Stress & Disability at Work - The Employment Law Perspective (September 2008)

Training

Equality and diversity training to the Board of Humberside Probation Trust (2009)
Ceri has provided in house training to various organisations and regularly conducts mock trials as a training exercise.
Previously taught law at Leicester and Keele Universities.

Professional Memberships

ELBA