



## Claire Knowles

### Partner

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### ABOUT

Claire joined Acuity in September 2015 tasked with both leading and developing the firm's employment department. Drawing on her wealth of knowledge and experience built up over years spent at both national and international top tier law firms, it was only a matter of months before Claire was promoted to partner in June 2016.

Her commercially focused advice covers all aspects of employment law and HR matters and Claire has a proven track record advising clients across a wide range of disciplines.

Claire has been the driving force behind the growth of Acuity's employment and HR offering, developing a wide range of support services and in-house training programmes focussing on effective leadership and employment best practice.

A highly driven, team player, Claire has been hugely successful in developing our client base and strengthening existing relationships – acting as a trusted 'business partner' for several of Acuity's key clients.

Claire's personable and honest style allows her to build extremely effective rapport with clients, borne out by her ability to not only secure clients, but retain them often through introductions to Acuity Counsel Service. A large share of Claire's work is won through word-of-mouth referrals, a testament to her diligent, pragmatic approach on behalf of her ever-increasing client base.

As Claire's reputation in the market continues to grow, she is regularly invited to speak at large-scale events, sharing both her personal successes and the wider growth of the Acuity brand.

In recognition of Claire's continual commitment to Acuity's internal management, including its Learning and Development strategies, Vacation Scheme, Training Contract recruitment processes, and various wellbeing initiatives, Claire accepted the invitation to sit on Acuity's management board and takes responsibility for Acuity's HR and L&D strategy.

## EXPERTISE

- All aspects of employment law and people management
- Contract formulation and disputes
- The Equality Act 2010
- Employment tribunal litigation
- Restructures and reorganisations
- Restrictive covenants
- Strategic workforce planning
- TUPE transfers
- Employee benefit schemes and share option schemes

## WORK

- Advising a global engineering group on various contractual issues, policies and procedures, working time regulations, restrictive covenants, industrial action and employment tribunal claims
- Advising a manufacturing company on employment status issues as part of its global operations
- Advising a leading fintech company on settlement agreements and negotiations following a restructure
- Advising a private European investment firm on strategic people management issues within its group companies, including exit arrangements for a number of directors and shareholders
- Advising a global shipping and maritime company on sickness absence management, TUPE, employment status and performance management
- Advising international businesses in the creative industries on sexual harassment allegations, other grievances and an employment tribunal claim for constructive unfair dismissal
- Advising a sports business on a restructuring process, TUPE and a disciplinary process and investigation
- Advising a local authority on employment tribunal claims over allegations of constructive unfair dismissal, disability discrimination, whistleblowing, victimisation and harassment