

# Your employment claim

Thank you for choosing our firm to represent you.

Winston Solicitors are a firm of solicitors based in Leeds, West Yorkshire.

We specialise in employment claims and have a dedicated team of experienced professionals ready to help you. Since 2002 we have advised thousands of clients across England and Wales.

## Key members of your Employment Team



**James Stephenson** B.A. (Hons)\*

James is Head of the Employment Department and has a wealth of experience in advising clients and prides himself on providing straightforward and practical advice. He regularly attends employment tribunals representing clients on sexual harassment and sex discrimination cases.



**Sarah Nandhra** LL.B. (Hons) LL.M.

Sarah is a specialist Employment solicitor who practices in all areas of employment law. She prides herself on providing in-depth practical advice to all our employment clients. Sarah will also assess the viability of your claim.



**Jonathan Winston** L.L.B. (Hons)

Jonathan founded Winston Solicitors LLP in 2002 and over the past eight years has built a dedicated team of professionals to assist you.

## What we need to start your claim

- ▶ Your full name, address, date of birth and contact details
- ▶ Your employment contract
- ▶ Your employment handbook
- ▶ A summary of events (including the names of people involved and dates where possible)
- ▶ Minutes of any meetings you have attended which are relevant to your case
- ▶ Any correspondence between yourself and your employer

### Limitation Warning

Usually you must present a claim before a tribunal within three months of a specific event happening (i.e last incident of discrimination, date of dismissal or resignation). If you fail to do so within this time you may be time barred from bringing the claim.

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Your contact is:

**James Stephenson**

Our phone number:

**0845 890 2277**

## Case studies

### Race Discrimination

Barry was unfairly refused promotion because of his race. When he complained about this his employer took unfair disciplinary action against him. We helped Barry claim for constructive dismissal, race discrimination and victimisation. In total Barry recovered £15,000.

### Sexual harassment

Rebecca suffered serious sexual harassment whilst at work. When she complained about this to her manager, her contract was terminated. We helped her to recover £12,000 for injury to feelings, £3000 for victimisation and six months loss of earnings. We helped Rebecca recover a total of £19,500

### Unfair Dismissal

Sally informed her employer that she was pregnant and was summarily dismissed a few days later. Her employer did not follow a procedure or specify the grounds of her dismissal. We helped her recover over £8,000 in compensation.

(All names have been changed to preserve anonymity)

\*Member of Employment Lawyers Association

### Useful websites:

ACAS  
[www.acas.org.uk](http://www.acas.org.uk)

Equality and Human Rights Commission  
[www.equalityhumanrights.com](http://www.equalityhumanrights.com)