Anna Loutfi

Year of Call: 2019



Practice Summary

Anna Loutfi is a specialist employment and equality barrister practising from 4-5 Gray's Inn Square in London. She was called to the Bar in 2019 and is regularly instructed in employment law matters including discrimination, whistleblowing, unfair dismissal and related workplace disputes.

Anna combines rigorous legal analysis with a broad academic and practical background. Prior to practice, she spent over 15 years in teaching and legal research, giving her a distinctive perspective on legal issues and their real-world impact.

Anna also has expertise in human rights and equality law, with particular insight into belief discrimination and freedom of expression issues in academic and educational settings. She speaks German and Hungarian and brings this wider contextual knowledge to complex workplace disputes.

Anna has extensive experience in equality and human rights law, with an acute grasp of the law governing belief discrimination and its place alongside common law and European Convention protections for freedom of expression. She offers particular expertise on freedom of expression in academic and educational settings.

As well as this, Anna has substantial experience working with the protected characteristics of "disability", and hidden disabilities in particular; a rapidly expanding area in equality and anti-discrimination law.

As well as her employment practice, Anna offers expertise in education law, public & administrative law, and business & commercial law -including contract and common law.

Areas of Practice

Anna's employment law practice covers:

- Unfair and constructive dismissal
- Discrimination and harassment claims (Equality Act 2010)
- Whistleblowing and victimisation claims
- Redundancy and restructuring disputes
- Breach of contract and wrongful dismissal
- Restrictive covenants and confidentiality in employment contexts
- TUPE and business transfer issues
- Employment status and worker classification matters

She regularly advises on early-stage strategy and risk management as well as conducting representations at tribunal hearings.

Advocacy & Advisory Work

Anna appears before Employment Tribunals and is instructed both as sole counsel and as part of wider legal teams in complex disputes. Her advisory work includes reviewing employment contracts and workplace policies, advising on disciplinary and grievance procedures, and helping clients navigate strategic legal issues at all stages of employment disputes.

Approach

Anna is praised for her:

- Clarity – concise, practical advice tailored to client goals
- Preparation – meticulous research and attention to detail
- Responsiveness – reliable communication throughout a matter
- Strategic Insight – focusing on outcomes with commercial awareness

She works collaboratively with solicitors, HR professionals, and in-house legal teams, adapting her approach to suit individual client needs.

Clients

Anna acts for a wide range of clients including:

- SMEs and large corporates
- Senior executives and professionals
- Public sector bodies and agencies

Charities and third-sector organisations

Notable Work & Cases

Represented in Employment Tribunal proceedings such as Lisa Brittain v G Moore Haulage Limited (ET case), appearing for an employee in unfair dismissal and related claims.

Advises and represents clients in discrimination, whistleblowing and contractual disputes across different sectors (further examples available on request; confidentiality applies).

Directories & Recognition

Anna is recognised in her field for her employment and equality law expertise. In March 2025 she was among a group of specialist employment barristers joining the expanding employment law team at 4-5 Gray’s Inn Square, reflecting her professional standing.

Publications & Speaking Engagements

Anna engages with legal and academic audiences on topics at the intersection of employment, equality, and human rights law. She has participated in public discussions and seminars on belief discrimination and freedom of expression, and contributes to wider legal discourse.

Areas of Expertise

- Employment