# Charlotte Trayers

Year of Call: 2021

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## Practice Summary

Charlotte Trayers is a barrister at 4–5 Gray's Inn Square with a strong practice at the intersection of employment law and public law. She regularly advises and represents clients in employment matters arising within a public law context, including claims involving public authorities, regulators, and other public sector bodies. Her work is characterised by a clear understanding of the constitutional and administrative frameworks within which public sector employment decisions are made, as well as the contractual foundations of the employment relationship.

Charlotte has substantial experience in discrimination law, acting in cases involving direct and indirect discrimination, harassment, victimisation, and reasonable adjustments, often where complex equality issues arise.

Charlotte also advises on contractual employment disputes, including issues relating to terms and conditions, variation, dismissal, and implied duties, and on health and safety matters affecting the workplace. This includes cases where regulatory obligations, employee welfare, and risk management intersect with employment and public law duties.

Charlotte is known for her dependable and astute approach. She combines careful analysis with pragmatic advice, enabling clients to navigate sensitive and high-stakes disputes with confidence. In both advisory and contentious work, she is valued for her thorough preparation, sound judgment, and ability to present complex legal issues with clarity and precision.

Charlotte is on the Attorney General's JJ Panel and is also Direct Access accredited.

### Employment Law

Areas of Expertise

Employment Law

Charlotte regularly represents clients in employment disputes, providing advocacy at interlocutory hearings, final hearings and appeal stages, and advising on merits and strategy. Her employment law practice includes:

- Unfair, wrongful and constructive dismissal
- Discrimination (including protected characteristics)
- Protected disclosures (whistleblowing)
- Employment status & jurisdictional issues
- Disciplinary, grievance and absence management procedures
- Pay, conditions and flexible working claims
- Civil service specific employment issues
- TUPE (Transfer of Undertakings) and redundancy matters

She also assists with settlement negotiations, drafting pleadings and documents such as particulars of claim, responses, schedules of loss, lists of issues, skeleton arguments and EAT answers, as well as advising on workplace correspondence relating to disciplinary, capability and settlement matters.

Charlotte has a strong track record of effectively representing clients at Judicial Mediation and Dispute Resolution Hearings, with a high success rate in facilitating negotiated settlements.

Professional Background & Qualifications

- Called to the Bar: July 2021, Middle Temple
- Chambers: 4-5 Gray’s Inn Square, a leading set with a strong employment law offering
- Direct Access Accredited: Able to accept instructions directly from lay clients
- Attorney General’s Junior Junior Panel: Serving as junior counsel, including on public inquiries

Education & Legal Training

Charlotte has an academic foundation in War Studies (BA First Class) and Post-War Recovery Studies (MA), followed by her professional legal qualifications including the Graduate Diploma in Law (GDL) and Bar Professional Course (BPC/LLM).

## Immigration

Charlotte has successfully advised and acted on behalf of applicants in Judicial Review proceedings relating to leave to remain and entry clearance  decisions, in asylum appeals in the First Tier and Upper Tribunals as well as at appeals in the County Court against immigration civil penalty notices and at immigration bail hearings.

Charlotte is regularly instructed by the Government Legal Department under the Attorney General’s Junior Junior Scheme to draft and advise on immigration judicial review applications for both interim and substantive relief.

Charlotte is also available to provide ad-hoc advice and drafting in relation to immigration matters. Her areas of experience include:

- Entry clearance
- Leave to remain/settlement
- Certification
- Fresh claims
- Asylum applications and appeals
- Deportation / removals
- Nationality
- Human Rights
- Immigration Civil Notice Penalty Notices
- Immigration bail

## Public Law

Charlotte has previously been a member of the employed bar working at the Government Legal Department where she worked as an advisory lawyer in the then Department of Business Energy and Industrial Strategy and  Department of Transport Legal Advisors, providing advice across a wide range of matters including:

- Judicial review
- Retained/assimilated EU law
- State aid/subsidies
- Grants
- Devolution
- Freedom of information/GDPR
- The Public Sector Equality Duty

Charlotte now builds on that experience to advise and represent individuals in judicial review proceedings.

Charlotte is currently instructed as Junior Counsel on the Cranston Inquiry on behalf of the Department of Transport.

## Regulatory/Professional Discipline

Charlotte successfully represented a teacher at a TRA Professional Conduct hearing, successfully overturning their interim prohibition order and preventing the imposition of a permanent prohibition order, allowing the teacher to return to work after a period of 4 years.

### Approach & Client Focus

Charlotte combines rigorous legal analysis with strategic advocacy and clear communication. She is committed to achieving results that reflect clients' objectives, whether through robust representation at Tribunal hearings or through proactive case management and negotiation leading to early resolution. Her dual experience in both public and private sector contexts allows her to advise on complex employment issues with confidence and professionalism.

### Why Instruct Charlotte Trayers

Clients value Charlotte for her attention to detail, strong advocacy skills and her ability to provide practical, commercially aware advice. She is equipped to support individuals and organisations at all stages of employment disputes, from pre-claim advice to final hearings and appeals. Her direct access qualification also makes her an accessible choice for those seeking top-tier barrister expertise without needing a solicitor intermediary.

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## Scholarships

- University of Law – Law First Scholarship
- Middle Temple – Harmsworth Scholar

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## Education

- BA (Hons.) War Studies, King's College London, First Class
- MA Post-war Recovery Studies, University of York
- GDL, University of Law
- BPC/LLM, University of Law

## Areas of Expertise

- Employment
- Human Rights Equalities
- Commercial
- Administrative Public Law