

Lorraine Mensah

Year of Call: 1997



Practice Summary

Lorraine Mensah is a highly regarded Employment Law specialist barrister, known for providing clear, strategic, and practical advice to individuals and organisations navigating complex workplace disputes. With a strong reputation for thorough preparation and persuasive advocacy, Lorraine regularly appears in Employment Tribunals and higher courts, representing both claimants and respondents across a wide range of employment matters.

Lorraine combines technical excellence with a client-focused approach, ensuring that legal advice is not only accurate but commercially and personally astute. She is particularly valued for her ability to explain complex legal issues in a clear, accessible manner.

Lorraine is also an experienced practitioner who is widely recognised for her work in other areas such as immigration and nationality law, complex civil litigation and education.

Areas of Practice

Unfair dismissal (ordinary and automatic)

Discrimination claims (Equality Act 2010)

Whistleblowing and detriment claims

Redundancy and restructuring disputes

TUPE and business transfers

Breach of contract and wrongful dismissal

Employment status and worker classification

Restrictive covenants and post-termination disputes

Settlement agreements and negotiated exits

Advocacy & Advisory Work

Lorraine has extensive experience acting as sole counsel and as part of larger legal teams. She is instructed at all stages of proceedings, from early advisory work and drafting pleadings through to final hearings and appeals.

Her advisory practice includes:

Early case assessment and litigation strategy

Drafting and settling pleadings

Advising on disciplinary and grievance procedures

Providing risk assessments for employers

Supporting HR professionals and in-house legal teams

Supporting compliance with Tribunal and court procedures

Advocating the best case

Approach

Lorraine is known for her meticulous preparation, calm courtroom manner, and robust yet fair advocacy style. She adopts a pragmatic approach to dispute resolution, always considering alternative routes such as negotiation, mediation, and settlement where appropriate.

Clients value Lorraine's professionalism, responsiveness, and commitment to achieving the best possible outcomes.

Clients

Lorraine is regularly instructed by:

Employees and senior executives

SMEs and large corporate employers

Local authorities and public bodies

Charities and third-sector organisations

Availability & Instructions

Lorraine accepts instructions under both the traditional and direct access (public access) schemes, where appropriate. She is available for advisory work, drafting, and advocacy across England and

Wales.

For enquiries regarding availability or fees, please contact her clerks.

Reported & Notable Cases

Lorraine has acted in a number of significant and complex employment law matters. Her experience includes cases involving multi-day discrimination hearings, whistleblowing claims with substantial loss issues, and high-value unfair dismissal claims.

Selected examples include:

Her civil work has been varied and has included cases before the Business and Property Court alleging professional negligence and being instructed as a Junior for five years, being led by three Silks in *Kimathi and Others v Foreign & Commonwealth Office* [2018] EWHC 2066 and *Kimathi & Ors v Foreign & Commonwealth Office* [2018] EWCA Civ 2213 which became known as the “Mau Mau litigation” and was a group litigation representing a cohort of some 40,000 claimants against the Foreign and Commonwealth Office. The case was legally complex and involved organising staggering volumes of documents to be presented to the court. The complexity can only be appreciated by those interested in reading the judgment.

Advising and representing parties in complex Equality Act 2010 discrimination claims involving disability, race, and sex discrimination, for example, [Click here](#).

Acting in whistleblowing claims concerning protected disclosures in regulated and public-sector environments

Representing employers and employees in unfair dismissal and wrongful dismissal claims involving senior executives

Lorraine has experience in education regulatory work representing Teachers before the Teachers Regulatory Authority. [See here](#).

(A full list of reported cases is available on request.)

Publications & Talks

Lorraine regularly contributes to legal training and professional development in employment law.

Her work includes:

Delivering seminars and workshops on employment law developments for solicitors, HR professionals, and in-house teams

Speaking on topics such as discrimination law updates, managing workplace investigations, and Employment Tribunal procedure

Providing bespoke training sessions tailored to organisational needs

Lorraine has appeared on various radio, podcasts and television stations as an expert on various topics from prevalence of “Sexual harassment in the workplace” through to the impact of R (AAA & Others) v Secretary of State for the Home Department UKSC 42 and The Nationality and Borders Act 2022.

Details of recent publications and speaking engagements are available on request.

Falklands Islands work

In 2023 in Lorraine successfully represented an international Management and Service provider in Employment proceedings before the Summary court in the Falkland Islands involving a former employee from Brazil stationed in a military base in the Falkland Islands.

Social Media

In 2024 Lorraine acted for a UK based Management and Service provider in group litigation regarding the allegations against Overseas Detainee Custody Officers which was the subject of a Guardian newspaper report on the 14.04.2021 and the Sunday Mirror front page exclusive article on the 19.02.2022 and other publications. The press exposed a WhatsApp group of 80 Mitie staff alleged to have engaged in racist and offensive communications when caring for home office detained foreign nationals.

Lorraine is a member of the Employment Lawyers Association and Woman in the Law.

Qualifications

- Mediation trained
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Professional Memberships & Credentials

- Barrister-at-Law
- Specialist in Employment and Discrimination Law
- Member of relevant professional associations (details available on request)

Areas of Expertise

- Employment
- Commercial