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 in other area 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.

Qualifications

- Mediation trained

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