

Sheila Aly

Year of Call: 2002

clerks@4-5.co.uk

Practice Summary

Sheila Aly is a dedicated and highly regarded employment law specialist with over two decades of experience representing both Claimants and Respondents in contentious and non-contentious employment matters. She is consistently recognised for her calm, measured advocacy, ability to identify core legal issues quickly, and a practical, down-to-earth approach that clients value throughout often stressful legal processes.

Sheila has built a strong reputation for providing clear guidance, working closely with clients from the earliest stages of their disputes, and seeking outcomes that align with their individual goals. Her practice spans a broad range of workplace law issues, and she is frequently instructed under the Public Access Scheme (direct access).

Sheila has also been recognised in the Legal 500 as a *Leading Junior Barrister* in employment law, praised for her advocacy and practical support for clients.

Areas of Expertise

Employment Law:

- Unfair dismissal & constructive dismissal
- Discrimination, harassment & protected characteristics
- Equal pay claims, including historic tribunal victories like Macken v BNP Paribas
- Drafting & advising on contracts and compromise/settlement agreements
- TUPE (transfer of undertakings) issues and collective redundancy matters
- Pre-claim advice, early dispute resolution, mediation, and tribunal representation

- Representation at Employment Tribunal hearings and appeals

Sheila’s practice draws praise for combining robust legal analysis, clear communication and strategic advocacy tailored to clients’ individual circumstances.

Notable Cases & Impact

- Stacey Macken v BNP Paribas – One of the UK’s most widely reported employment tribunal outcomes and among the highest tribunal awards ever made; notable for securing the first tribunal-ordered equal pay audit in the UK, a result that helped catalyse the #metoopay movement.
- Other significant matters include Dehais v BNP Paribas, Mulumba v Partners Group, and Ms. A v Lord Ranger & others — cases featuring against well-resourced legal teams, often instructed directly.
- Featured in the documentary “Its Raining Women” focused on equal pay and the glass ceiling.

Background & Qualifications

- Called to the Bar: 2002
- Legal training completed at Littleton Chambers, one of the UK’s leading employment law sets.
- Accredited in the Public Access Scheme (direct instructions).
- Qualified mediator (commercial, workplace and family mediation) and experienced trainer of mediators internationally.
- Languages: Fluent in Portuguese and Gujarati, supporting diverse client needs.

Approach to Clients

Sheila is known for working collaboratively with clients, explaining complex legal issues in accessible terms, and aligning legal strategy with the client’s personal and professional priorities. She supports clients from early negotiations or pre-claim advice through to full tribunal proceedings and appeals, always with sensitivity to the emotional as well as legal aspects of employment disputes.

Additional Practice Areas

While employment law is her primary speciality, Sheila also advises and represents in:

- Family Law (children’s matters, injunctions, mediation)
- Civil and Immigration matters where they intersect with employment issues

Mediation and conflict resolution across workplace, commercial and family disputes.

Why Instruct Sheila Aly?

Clients are drawn to Sheila’s blend of technical expertise, strategic advocacy, and personal support. Her track record of high-profile wins, coupled with her accessible manner and commitment to client-focused representation, makes her a compelling choice for individuals and organisations facing complex employment challenges.

Family Law

Sheila has many years of experience being her in family law. Her advocacy skills in the Courtroom have led to some very successful outcomes for clients in this arena, even in cases where this did not seem possible.

Family issues can be the most sensitive and upsetting for clients. Sheila is often commended for her down to earth and sensitive approach in this area, coupled with her strong courtroom skills. She has a knack for explaining complicated concepts in an easy way and gives straightforward advice as to what can be achieved for her clients. We will work together to construct a tailored approach to achieve the best possible outcome in your case.

She has achieved many successful results for clients including overturning CAFCASS decisions and successfully arguing the validity of prenuptial agreements

Her past client relationships have meant that she had had the good fortune of getting a lot of her current work through referral.

Sheila takes instructions for the following types of family matters:

Children’s matters

Injunctions (including non-molestation and occupation orders)

Mediation

Draft pre-nuptial agreements

Qualifications

- Law LLB
- CEDR qualified mediator
- Workplace mediation (PMR)
- ADR-ODR group
- Family mediation course (ADg)

Areas of Expertise

- Employment
- Mediation