

Wendy Miller

Year of Call: 2001



Practice Summary

Wendy Miller is a distinguished employment law specialist with over two decades of experience managing high-stakes cases. Renowned for her strategic acumen and precision, Wendy excels in complex matters such as redundancy, discrimination, whistleblowing, and disputes involving vulnerable parties, particularly those with mental health issues. Her capacity to simplify intricate issues and advocate persuasively makes her a prominent figure in the legal field.

Previously a senior Grade 4 prosecutor in criminal courts, Wendy handled severe cases, including sexual offences, offences against the person including murder and corporate fraud. This background, coupled with her adeptness in cross-examining vulnerable witnesses and experts, uniquely positions her to navigate the nuanced demands of employment law. Wendy's expertise spans Employment Tribunals, Mental Health Tribunals, and appellate courts, establishing her as a trusted, adept advocate known for her comprehensive approach.

Wendy now serves a diverse clientele, including multinational corporations, the police force, public sector organisations like universities and local councils, and global enterprises. She offers expert advice on employment litigation, employee relations, and regulatory issues, valued for her strategic guidance in both claimant and respondent cases.

Wendy also enjoys conducting grievance investigations involving sensitive workplace issues, including allegations of harassment, discrimination, bullying, and breaches of policy. Skilled in handling high-stakes and emotionally charged matters with fairness, discretion, and attention to detail, producing clear, robust reports and recommendations aligned with legal obligations and organisational policy.

Wendy's tenure at two prestigious solicitors' firms has honed her skills in building lasting client relationships, often commended for her timely, high-quality deliverables. Her approachability and dedication to clear, practical legal advice significantly enhance client interactions, fostering long-term professional connections.

Beyond her legal practice, Wendy is an avid runner, hiker, and property enthusiast. She is accessible for direct consultation under the Public Access scheme, specialising in grievance and disciplinary investigations, providing direct, efficient legal support that aligns closely with client needs.

Notable cases in Employment Law

S v NOS - Wendy Miller represented the claimant in a multifaceted case of unfair dismissal against NOS. The complexity of the case arose from the intersection of conduct-related allegations including bullying and harassment and potential legitimate grounds for dismissal under SOSR. Despite these challenges, Wendy successfully argued the case, leading to a tribunal finding that the claimant was unfairly dismissed. This case involved intricate legal arguments over the justifiability of the dismissal and the appropriate adjustments to compensation due to alleged contributory conduct.

O v AU - Counsel managed a highly complex case involving over 60 claims filed against the respondent, a university. These claims encompassed direct age discrimination, direct disability discrimination, direct race discrimination, discrimination arising from disability, failure to make reasonable adjustments, victimisation, and unfair dismissal. The legal intricacies of this case required a comprehensive understanding of both procedural and substantive employment law. Her adept handling of the case resulted in the dismissal of the vast majority of these claims save for two discrete issues significantly reducing any damages awarded.

S v JLR - counsel represented the respondent against claims of detrimental race discrimination and victimisation within the context of a global automotive engineering company. The claims addressed were particularly challenging as they involved nuanced aspects of race discrimination and the application of the Equality. Wendy's strategic approach in defending these claims involved a forensic analysis of the incidents, the relationships between the parties, and the application of relevant legal principles. Her successful cross examination led to the dismissal of several key allegations, affirming her skill in navigating not only complex employment disputes but also her ability to quickly attain knowledge of her subject in highly technical industries.

Criminal Law

Wendy is a grade 4 prosecutor and acts in serious criminal cases including sexual offences, violence, fraud, organised crime, and road traffic offences. She has experience representing both defendants and the Crown, and frequently works with vulnerable witnesses, expert evidence, and sensitive material.

Employment Law

Wendy advises and represents employees and employers in claims involving discrimination, whistleblowing, unfair dismissal, and misconduct. She also acts in disciplinary and grievance hearings, internal investigations, and Employment Tribunal proceedings.

Professional Misconduct & Discipline

Representing professionals at police misconduct panels, internal hearings, safeguarding inquiries, and fitness to practise proceedings. Her work often involves reputational risk and regulatory obligations.

Regulatory Law

Wendy has experience in licensing appeals, environmental enforcement, and regulatory prosecutions, including those involving local authorities and trading standards.

Mental Health Tribunals

She represents patients and families in First-tier Tribunal (Mental Health) proceedings, including those involving restricted patients, capacity issues, and complex medical or care histories.

Appointments and Memberships

- Employment Lawyers' Association
- Member of Middle Temple
- Criminal Bar Association

Areas of Expertise

- Employment