


James Hughes

Senior Associate

"His sincerity, integrity and pride in his job are self-evident and his dedication towards his clients and to his profession is second to none."

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James Hughes is a Senior Associate Solicitor specialising in Employment Law.

He offers a personable approach, strong business acumen and experience in litigation and alternative dispute resolution (ADR).

Based at our Leicester office, James acts for a range of clients including local, national and multinational businesses. He advises on day-to-day HR issues and manages a caseload of unfair dismissal, wrongful dismissal, discrimination and whistleblowing matters.

James has a particular interest in senior executive terminations and has recently overseen the removal of a CEO, following which he successfully prevented a seven-figure claim from reaching the High Court by settling the matter on terms preferable to his client at a private Mediation. He is adept at handling sensitive employee matters, including those involving criminal activities, and is known for his attention to detail and reliability.

Often travelling around the UK to deliver employment law seminars to management teams, James is also an effective and flexible trainer who can tailor his sessions to suit his clients' needs. He works closely with one of the UK's biggest supermarkets and has a proven track record of enhancing the skills of their managers and successfully representing them in litigation.

He is really helpful if you need advice on disciplinary, capability or grievance procedures, and he will also assist with data protection issues, recruitment, redundancies and policy or contract reviews.

A tough negotiator, James also receives instructions from individual professionals including lawyers, IFAs and senior directors, and regularly finds himself negotiating settlement agreements and resolving post-termination

contractual disputes.

Before training as a lawyer, James spent over five years in the financial services industry. He studied Law at the University of Leicester and completed the Legal Practice Course at the University of Law in Birmingham.

Outside of work, James enjoys stand-up comedy, music, film and most sports.