

# Kevin Poulter

Partner



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Kevin leads the employment team in Freeths' London office. He has over 18 years of experience in advising a broad range of commercial and corporate clients, charities, not for profit organisations and senior executive employees on all aspects of the employment relationship. As well as advising clients on day-to-day employment issues, Kevin is a trusted advisor for both new and long-established clients, combining his personal knowledge and experience to find commercial solutions to complex legal matters.

Kevin regularly advises companies and employees in negotiating employment terms and on senior termination and exit arrangements.

Kevin is the host of The Hearing, a popular legal podcast produced by Thomson Reuters. He is a regular contributor on employment and social media issues to local and national press and broadcast media and writes regularly on topical legal stories. He has contributed to several books including "Doing Business after Brexit: A Practical Guide to the Legal Changes" published by Bloomsbury Professional.

Kevin is a respected speaker on employment law with a special interest in the use and impact of social media in the workplace. He is a successful facilitator of training sessions, seminars and roundtable events for a wide range of member organisations, businesses and charities.

## Legal Services

## Employment

Kevin regularly advises on discrimination claims, business transfers and reorganisations, as well as general HR advisory and contracts work.

Kevin has a particular interest in the development of social media, its impact on the employment relationship, and related disputes. He is able to identify and provide guidance in this area in relation to general commercial concerns, including data protection, privacy, defamation and intellectual property matters arising from the fast-paced growth in digital and communications technology.

## Selected Cases

- Advising an international architecture practice on an acquisition and large-scale reorganisation and redundancy across several offices.
- Advising a client in the preparation and implementation of a trade union recognition agreement and future workplace changes.
- Advising an international pharmaceutical company on the relocation of its principal establishment in the UK to France, including assisting with a large-scale consultation exercise, business reorganisation and redundancy process.
- Defending a national charity in an unfair dismissal claim by an employee involved in a social media privacy breach.
- Successfully defending a claim of pregnancy and sex discrimination made against an employer following a redundancy process.
- Advising a global logistics operator in an outsourcing dispute involving large numbers of employees affected by TUPE.

## Charities

Kevin has acted for many charitable organisations and is aware of the particular and sometimes peculiar governance concerns and issues that can arise. He recognises that it is especially important to understand the nature and character of a charity, its board and senior team to properly and fully advise on day to day employment matters as well as long-term strategy.

Kevin frequently advises senior charity employees and assists with employment queries that arise from time to time.

## Selected Cases

- Defending a national charity in an unfair dismissal claim by an employee involved in a social media privacy breach.
- Advising several charities on a review of their employment contracts and policies, providing specific advice in relation to volunteers and procedures.

# Sectors