

Elliot Francis

Associate

Employment



Elliot joined Edwin Coe as an Associate within the Employment team in April 2017. He graduated from the University of Portsmouth in 2012, achieving a 2:1 Law degree and completed the Legal Practice Course in 2013 at the University of Law, Guildford, receiving Commendation.

Elliot completed a training contract at Tim Johnson/Law, a boutique Employment Law Firm in Temple and gained specific experience in contentious claimant work.

Experience

- Assisting on a large appeal for a Claimant bringing a whistleblowing claim against a Non-Departmental Public Body which had the potential to affect 54,000 Junior Doctors and was heard in the Court of Appeal.
- Acting for a Claimant in respect of their claims for race, religion and sex discrimination, as well as unfair dismissal, whilst also defending a claim of gross misconduct and successfully defending a strikeout application.
- Assisted in negotiating a positive settlement outcome for the Claimant prior to hearing.
- Advising a Claimant seeking to establish an employment relationship status with an end user in a tripartite working arrangement.
- Advising a Claimant in relation to bringing a religion and belief discrimination claim against the MOD regarding unfair treatment towards the end of a distinguished military career.
- Drafting a company handbook and various employment contracts for an international recruitment company in respect of its UK employees following a number of senior departures which had resulted in important company information being taken.

Expertise

- [Employment: Overview](#)
- [Discrimination](#)
- [Whistleblowing](#)
- [Start-up businesses](#)

Credentials

- Member of the Employment Lawyers Association.

Contact

Telephone: +44 (0)20 7691 4091
Email: elliott.francis@edwincoe.com