

Linky Trott

Partner

Head of Employment



Linky Trott leads the Employment practice at Edwin Coe, advising on the full range employment issues for established business clients and senior executives.

Linky understands that when a business or a senior executive has an employment related issue, it frequently requires immediate and urgent attention and Linky is consistently praised by clients for her speed of response and turnaround time. Her client base encompasses a broad range of industry sectors including financial services, professional services, PR and advertising, pharmacology, manufacturing, hospitality, care and technology companies and her work spans both the Employment Tribunal and the High Court, undertaking complex discrimination and whistleblowing claims in the Tribunals and breach of contract and injunctive work in the High Court.

Linky is a member of the Employment Lawyers Association and is a former part-time Employment Judge.

Experience

Examples of Her Senior Executive Work:

- Acting for the **compliance director** of a **property management company**. Our client asserted consistent and historic underpayment of salary and bonus in comparison to male colleagues at comparable seniority. She asserted equal pay and sex discrimination claims in severance negotiations and settlement for all backdated underpayments was achieved.
- Acting for the **chief risk officer** for a large commercial **insurance and reinsurance company** in relation to their dismissal for spurious reasons following the making of protected disclosures. A whistleblowing claim was issued and proceedings were settled prior to trial.
- Acting for **senior executive in investment bank** in connection with disciplinary proceedings brought against our client in connection with an undisclosed personal relationship at work and issues arising on the breakdown of that relationship. Avoided any disciplinary sanction and preserved FCA regulatory reference under threat by internal proceedings.
- Acting for a **senior business development director** in **family office** facing allegations of the **misuse of confidential information** which included demands for disclosure of communications by WhatsApp and a private email account. Safeguarded our client's private communications and secured substantial settlement.
- Acting for **3 members** of a **property investment team** who left their employer to join a competitor, to include the defence and settlement of proceedings issued by their former employer. Our clients were able to continue working and reached settlement terms substantially below sums sought by former employer.
- Acting for a female **equity partner** of a global US head quartered law firm following an attempt to expel her from the partnership. Issued proceedings for sex discrimination, and following mediation, reaching a seven figure severance.

Examples of Her Work For Businesses:

- Advising a **professional services partnership** on complex **disability discrimination** issues arising with an under-performing employee. Dealt with the 'decoupling' of the under-performance issues with those arising from the employee's ill health. We successfully supported the client in navigating careful engagement with the employee and Occupational Health, identifying issues arising, advising on reasonable adjustments and how to monitor performance in that context without exposing the client to an allegation of disability discrimination. No claims issued against our client.
- Advising a **global paper supplier** in the management of **sexual harassment** allegations arising from an incident at work resulting in an assault of a sexual nature in the office. Careful and effective management resulted in the resolution of the matter with no claims arising against our client.
- Advising an **investment property management company** partnership on the expulsion of a partner who was diverting maturing business opportunities and the issue of LCIA Arbitration proceedings. The matter was vigorously defended and it involved complex property investment structures but was ultimately settled without the need for a full arbitration hearing and without any compensatory payments by our client.
- Acting for **industry specific headhunting company** in respect of the **wholesale theft of data** by client relationship manager moving to a competitor. Obtained an order for delivery up from the High Court and notwithstanding consistent denials by the ex-employee, **all confidential information was returned to our client** upon service of the High Court Order.
- Acting for **research company** poaching a team of 8 from a competitor. Advising in respect of approach strategy and the provision of limited indemnities to the target staff for some specified potential claims arising from a **team move**.
- Advising on line **betting company** on grievances raised by two employees which included whistleblowing and disability discrimination allegations in regulated industry.
- Advising **firm of accounts** on disciplinary issues arising from a breakdown in the working relationship between two members of staff raising multiple cross-grievances against each other, paralysing the work in the department. Resulting in appropriate resolution and no claims arising.

Expertise

- [Employment: Overview](#)
- [Discrimination](#)
- [Whistleblowing](#)
- [Misconduct – Performance Management](#)
- [Severance Negotiations and Settlement Agreements](#)
- [Restrictive Covenants and Team Moves](#)
- [Partnership Disputes and LLPs](#)

Credentials

- Ranked in Chambers UK 2024

- Recommended in The Legal 500 UK 2024
- [Director on Ally Law's Executive Board 2023-4](#)
- Member of the Employment Lawyers Association
- A regular speaker at conferences on employment issues

Contact

Telephone: +44 (0)20 7691 4022

Email: linky.trott@edwincoe.com