



Rachel Senior

Year of call 2019

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Rachel joined Kings Chambers in September 2023, following completion of her pupillage under the supervision of James Boyd and Laura Gould.

Rachel is developing a practice across employment and employment related commercial law. She has experience of a broad range of employment litigation, including High Court and Employment Appeal Tribunal. She acts for individuals, businesses, charities and public authorities, including local authorities and NHS Trusts. Rachel is regularly instructed in complex multi-day trials. During pupillage Rachel acted for a Claimant who was awarded what is believed to be the highest-ever Tribunal award for menopause-related discrimination.

Before joining Chambers, Rachel spent two years with the Government Legal Department and qualified as a solicitor in September 2022. She advised on individual employment cases and wider issues in employment and labour law. Rachel gained experience of High Court, Court of Appeal and Supreme Court litigation, and has extensive experience of Parliament, having advised on and drafted legislation. She is therefore well placed to and regularly advises on matters involving novel legal issues, complex statutory schemes and parallel civil court and Employment Tribunal claims.

Rachel is a member of the Attorney General's Junior Junior Scheme and is currently instructed by the Department of Health and Social Care in the UK Covid-19 Inquiry.

Prior to her time as a civil servant, Rachel spent three years working as a speechwriter and political adviser to Bishops in the House of Lords. She grew up in western Canada and has family ties to England, Scotland and Northern Ireland.

Expertise

Employment

Rachel has a busy employment practice and acts for both Claimants and Respondents across the UK. She has experience of privilege, anonymity, strike-out, amendment and costs applications and is regularly instructed in multi-day trials involving complex whistleblowing and discrimination allegations.

Notable Employment cases

Acting for a Claimant in a five-day Final Hearing and one-day Remedy Hearing. The Tribunal awarded what is believed to be the largest-ever Tribunal award for menopause-related discrimination.

Acting for a Respondent business in a two-day Final Hearing. Both claims, for constructive unfair dismissal and unlawful deduction from wages, were dismissed.

Acting for a Claimant in a five-day Final Hearing. The Claimant's claims for unfair dismissal and disability discrimination succeeded, and an argument that the award for unfair dismissal should include bonus payments succeeded, resulting in a substantial increase to the award.

Making a successful application to postpone a five-day Final Hearing due to the opposing party's disclosure and preparation failings and then securing a substantial order for costs.

Administrative and Public Law

Rachel is a qualified solicitor and trained with the Government Legal Department in London. She has a strong background in public law and judicial review, and while at the Government Legal Department assisted with cases involving trades union, elections and government consultation matters. During her training contract Rachel spent a year advising a core participant in a major Public Inquiry.

Sport

Rachel is developing a sports law practice, and during pupillage gained experience of RFU and international squash disciplinary hearings and FA Rule K arbitration. She has a particular interest in safeguarding, discrimination and whistleblowing matters.

Memberships

- ELA
- ELBA
- Northern Circuit

Qualifications

- University of Oxford (Mansfield College): BA(Hons) Jurisprudence
- University of Oxford (St Hugh's College): BA(Hons) Philosophy, Politics and Economics
- Bar Professional Training Course, BPP London
- Postgraduate Diploma in Legal Practice, London Metropolitan University

Awards

- Lord Denning Scholarship, Lincoln's Inn
- Brougham Scholarship, Lincoln's Inn
- Hardwicke Entrance Award, Lincoln's Inn
- Advocacy Scholarship, BPP London
- Winner, Inter-Inn Mooting Competition 2019