Fflur Jones

Managing Partner

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An accomplished and highly experienced lawyer, Fflur became Darwin Gray's Managing Partner in 2021 following her appointment to Head of Employment in 2013. Tenacious and dedicated, she advises on all aspects of employment law, with a particular expertise and interest in discrimination law.

Fflur thrives on bringing and defending complex Employment Tribunal claims. Her advice also ranges from unfair dismissals and redundancy consultations to whistleblowing matters. She often advises on thorny internal disciplinary and grievance issues, including conducting detailed investigations into such issues.

A regular contributor to national radio and TV programmes, Fflur is also described by clients as an 'engaging', 'clear' and 'informative' trainer, and delivers courses bilingually on a wide range of employment law topics, including Equality and Diversity, Mock Employment Tribunals, and Managing Difficult Conversations in the Workplace. She is also an acclaimed public speaker, participating regularly in different functions and conferences on employment law issues, including managing employees' mental health in the workplace.

To encourage best practice within the employment sector, in 2016 Fflur conceived the idea behind the Wales HR Network. Every year the Network hosts a variety of educational events for HR professionals, and also hosts the prestigious annual Wales HR Awards to celebrate the achievements of HR professionals across Wales.

Recent work

For Employers

- Delivering a significant training programme on Equality and Diversity to a large global education provider employing hundreds of employees in the UK
- Successfully defending several high value unfair dismissal and discrimination cases in the Employment Tribunal
- Advising several national institutions and charities through collective consultation exercises involving changes to terms and conditions, pensions and redundancy processes
- Providing advice and assisting with several GDPR and data protection issues for Housing Associations including dealing with the reporting process to the ICO
- Advising a leading engineering company on a complex TUPE situation, including negotiating affected employees' redundancies
- Advising on the negotiated exit of senior members from many organisations including national cultural and arts organisations, and Housing Associations
- Drafting contracts, handbooks, consultancy agreements and advising on the implications of the changes to the IR35 rules for manufacturing and tech companies
- Advising a leading Welsh education provider on a whistle blowing claim, including dealing with regulatory issues surrounding the claim
- Delivering training to Housing Associations on managing sickness absence, and new sickness absence procedures
- Providing significant support to many national business and charities on the impact of the COVID-19 pandemic, including guiding them through furlough, working from home, hybrid working, and helping them to implement suitable policies and procedures, including risk assessments and health and safety policies

- Providing bilingual training on directors' and trustees' duties and board governance to many charities and leading national institutions

- Successfully defending an application to add individual Respondents to a claim, including successfully defending the matter at a Reconsideration Hearing at the Employment Tribunal

- Advising several GP practices on their partnership agreements, exiting GP partners from their roles, and providing training to Practice Managers

- Advising organisations on the implications of the Welsh Language Standards

For Employees

- Successfully bringing a high-profile disability discrimination claim against the Bishop of Llandaff School on behalf of a teacher, widely reported in the press and securing significant compensation reflecting career long losses and injury to feelings for the Claimant

- Advising the chief executive of a leading charity and successfully negotiating their exit in return for a substantial compensation payment from their role, despite adverse press coverage of their tenure being reported in the national media

- Achieving the exit of a senior executive from a major house builder in return for financial compensation despite facing allegations of sexual harassment and gross misconduct

- Advising many senior executives and managing directors on exit packages and the terms of their settlement agreements

- Regularly bringing successful discrimination claims on the grounds of maternity, sex, disability and other types of discrimination to the Employment Tribunal

- Advising a senior executive on bullying and harassment and age discrimination issues arising from their treatment by their board of non-executive directors

- Successfully guiding a teacher following Part 4 proceedings resulting in an alteration made to her DBS record, by assisting her in the face of allegations of gross misconduct against her. The allegations were successfully dismissed at appeal stage

- Successfully negotiating an exit from an organisation for a senior executive who had faced harassment on the grounds of her nationality and had been bullied and harassed by her line manager

Expertise

- Collective agreements and bargaining
- Complex disciplinary and grievance processes and investigations
- Contracts and Policies
- Data Protection / GDPR
- Discrimination contrary to the Equality Act 2010
- Employment Tribunal claims
- Freedom of Information Act Requests
- Governance, Directors and Trustee Duties
- Partnership agreements
- Post-termination restrictions
- Projects arising out of aspects of public and administrative law
- Redundancies and Restructures
- Regulatory Compliance, including the Welsh Language Standards
- Training
- TUPE transfers
- Unfair dismissal

Career

Experience

- Managing Partner November 2021 - present
- Head of Employment and HR, 2013 - 2026
- Partner, Darwin Gray, 2010 - 2021
- Solicitor, Darwin Gray, 2003 - 2010
- Trainee Solicitor, Eversheds, 2001 - 2003

Education

- Ysgol Y Berwyn, Y Bala
- Cambridge University (Newnham College)
- University College London
- The College of Law, London

Membership

- Member of the Employment Lawyers Association
- Chair, Mentera
- Board member, Sinfonia Cymru
- Board member, the Aloud Charity

Darwin Gray Solicitors Cyfreithwyr

Fflur Jones

Partner Reolwr

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Mae Fflur, sy'n gyfreithiwr medrus a phrofiadol iawn, wedi bod yn Bartner Rheoli ar Darwin Gray ers 2021 yn dilyn ei hapwyntiad fel Pennaeth Cyflogaeth yn 2013. Mae hi'n unigolyn dygn ac ymroddgar sy'n cynnig cyngor ar bob agwedd ar gyfraith cyflogaeth, ac mae ganddi arbenigedd a diddordeb penodol mewn cyfraith gwahaniaethu.

Mae Fflur yn ffynnu ar ddod â hawliadau cymhleth i Dribiwnlys Cyflogaeth a'u hamddiffyn yn llwyddiannus. Mae ei chyngor hefyd yn amrywio o ddiswyddo annheg ac ymgynghori ar ddileu swyddi i faterion chwythu'r chwiban. Mae hi'n aml yn cynghori ar faterion disgyblu a chwyno dyrys mewnol, gan gynnwys cynnal ymchwiliadau manwl i faterion o'r fath.

Mae Fflur, sy'n cyfrannu'n gyson i raglenni radio a theledu cenedlaethol, hefyd yn cael ei disgrifio gan gleientiaid fel hyfforddwraig 'ddiddorol', 'clir' a 'gwybodus', sy'n darparu cyrsiau'n ddwyieithog ar amrywiaeth eang o bynciau cyfraith cyflogaeth, yn cynnwys Cydraddoldeb ac Amrywiaeth, cynnal Ffug Dribiwnlysoedd Cyflogaeth a Rheoli Sgyrsiau Anodd yn y Gweithle. Mae hi hefyd yn siaradwr cyhoeddus o fri, yn cymryd rhan mewn gwahanol gynadleddau ar faterion cyfraith cyflogaeth yn rheolaidd, gan gynnwys rheoli iechyd meddwl gweithwyr yn y gweithle.

Fel ffordd o annog arferion gorau yn y sector cyflogaeth, meddyliodd Fflur am y syniad tu ôl i Rwydwaith Adnoddau Dynol Cymru yn 2016. Bob blwyddyn, mae'r Rhwydwaith yn cynnal amrywiaeth o ddigwyddiadau addysgiadol ar gyfer gweithwyr proffesiynol ym maes adnoddau dynol, ac yn cynnal gwobrau mawreddog, Gwobrau Adnoddau Dynol Cymru, i ddathlu llwyddiannau gweithwyr adnoddau dynol Cymru.

Prosiectau diweddar

Ar ran Cyflogwyr

- Darparu rhaglen hyfforddiant sylweddol ar Gydraddoldeb ac Amrywiaeth i ddarparwr addysg byd-eang sy'n cyflogi cannoedd o bobl ledled Prydain
- Llwyddo i amddiffyn sawl achos gwerth uchel o wahaniaethu a diswyddo annheg mewn Tribiwnlys Cyflogaeth
- Cynghori sawl sefydliad ac elusen genedlaethol drwy ymarferion ymgynghori ar y cyd sy'n cynnwys newidiadau i delerau ac amodau, pensiynau a phrosesau dileu swyddi
- Darparu cyngor a chynorthwyo gyda materion GDPR a diogelu data ar gyfer Cymdeithasau Tai, gan gynnwys delio â'r broses adrodd i Swyddfa'r Comisiynydd Gwybodaeth
- Cynghori cwmni peirianneg blaenllaw ar sefyllfa TUPE gymhleth, gan gynnwys trafod dileu swyddi gweithwyr yr effeithir arnynt
- Cynghori ar gyd-drafod ymadawiad uwch aelodau o lawer o sefydliadau gan gynnwys sefydliadau diwylliannol a chelfyddydol cenedlaethol, a Chymdeithasau Tai
- Drafftio contractau, llawlyfrau, cytundebau ymgynghori a chynghori ar oblygiadau'r newidiadau i reolau IR35 ar gyfer cwmnïau gweithgynhyrchu a thechnoleg
- Cynghori darparwr addysg Gymraeg blaenllaw ar hawliad chwythu'r chwiban, gan gynnwys delio â materion rheoliadol sy'n gysylltiedig â'r hawliad
- Cyflwyno hyfforddiant i Gymdeithasau Tai ar reoli absenoldeb salwch, a gweithdrefnau absenoldeb salwch newydd
- Darparu cefnogaeth sylweddol i lawer o fusnesau ac elusennau cenedlaethol ar effaith pandemig COVID-19, gan gynnwys eu tywys drwy ffyrlo, gweithio gartref, gweithio hybrid, a'u helpu i weithredu polisïau a gweithdrefnau addas, gan gynnwys asesiadau risg a pholisïau iechyd a diogelwch
- Darparu hyfforddiant dwyieithog ar ddyletswyddau cyfarwyddwyr ac ymddiriedolwyr a llywodraethu bwrdd i lawer o elusennau a sefydliadau cenedlaethol blaenllaw
- Amddiffyn cais yn llwyddiannus i ychwanegu Ymatebwyr unigol at honiad, gan gynnwys amddiffyn y mater yn llwyddiannus mewn Gwrandawiad Ailystyried yn y Tribiwnlys Cyflogaeth
- Cynghori sawl meddygfa ar eu cytundebau partneriaeth, ymadawiad meddygon partner o'u rolau, a darparu hyfforddiant i Reolwyr Practis
- Cynghori sefydliadau ar oblygiadau Safonau'r Gymraeg

Ar ran Gweithwyr

- Llwyddo i ddod ag achos proffil uchel o wahaniaethu ar sail anabledd yn erbyn Ysgol Uwchradd Esgob Llandaf ar ran athrawes, a gafodd sylw eang yn y wasg, gan sicrhau iawndal sylweddol a oedd yn adlewyrchu colledion ar hyd ei gyrfa a niwed i deimladau'r Hawlydd
- Cynghori prif weithredwr elusen flaenllaw a thrafod eu hymadawiad o'u rôl yn gyfnewid am daliad iawndal sylweddol yn llwyddiannus, er gwaetha'r ffaith bod sylw negyddol am ei gyfnod yn cael ei adrodd yn y cyfryngau cenedlaethol
- Cyflawni ymadawiad uwch weithredwr o gwmni adeiladu tai mawr yn gyfnewid am iawndal ariannol er gwaetha'r ffaith ei fod yn wynebu honiadau o aflonyddu rhywiol a chamymddwyn difrifol
- Cynghori llawer o uwch swyddogion gweithredol a rheolwyr gyfarwyddwyr ar becynnau ymadael a thelerau eu cytundebau setlo
- Dod â hawliadau rheolaidd o wahaniaethu ar sail mamolaeth, rhyw, anabledd a mathau eraill o wahaniaethu yn llwyddiannus i'r Tribiwnlys Cyflogaeth
- Cynghori uwch weithredwr ar faterion bwlio ac aflonyddu a gwahaniaethu ar sail oedran yn sgil y ffordd y cawson nhw eu trin gan eu bwrdd o gyfarwyddwyr anweithredol
- Arwain athro yn llwyddiannus yn dilyn achos Rhan 4 gan arwain at newid i'w chofnod DBS, drwy ei chynorthwyo yn wyneb honiadau o gamymddwyn difrifol yn ei herbyn. Gwrthodwyd yr honiadau yn llwyddiannus yn ystod y cam apelio
- Llwyddo i drafod ymadawiad uwch weithredwr o sefydliad ar ôl iddi wynebu aflonyddu ar sail ei chenedligrwydd ac a oedd wedi cael ei bwlio a'i haflonyddu gan ei rheolwr llinell

Arbenigedd

- Ceisiadau o dan y Ddeddf Rhyddid Gwybodaeth
- Contractau a Pholisïau
- Cydymffurfio Rheoleiddiol, gan gynnwys Safonau'r Gymraeg
- Cyfyngiadau ar ôl terfynu
- Cynnal ymchwiliadau a phrosesau achwyn a disgyblu cymhleth
- Cytundebau ar y cyd a bargeinio
- Cytundebau partneriaeth
- Dileu swyddi ac Ailstrwythuro
- Diogelu Data / GDPR
- Diswyddo annheg
- Dyletswyddau Ymddiriedolwyr, Cyfarwyddwyr a Llywodraethu
- Gwahaniaethu sy'n groes i Ddeddf Cydraddoldeb 2010
- Hawliadau Tribiwnlys Cyflogaeth
- Hyfforddiant
- Prosiectau sy'n deillio o agweddau ar gyfraith weinyddol a chyhoeddus
- Trosglwyddiadau TUPE

Gyrfa

Profiad

- Partner Rheoli, Darwin Gray, Tachwedd 2021 - heddiw
- Pennaeth y Tîm Cyflogaeth ac Adnoddau Dynol, Darwin Gray, 2013 - 2026
- Partner, Darwin Gray, 2010 - 2021
- Cyfreithiwr, Darwin Gray, 2003 - 2010
- Cyfreithiwr dan Hyfforddiant, Eversheds, 2001 - 2003

Addysg

- Ysgol y Berwyn, y Bala
- Prifysgol Caergrawnt (Coleg Newnham)
- Coleg Prifysgol Llundain
- Coleg y Gyfraith, Llundain

Aelodaeth

- Aelod o Gymdeithas y Cyfreithwyr Cyflogaeth
- Cadeirydd Menter a Busnes
- Aelod o fwrdd Sinfonia Cymru
- Aelod o fwrdd Aloud