



## Nicole Brendel

### Associate

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Nicole is an employment law associate solicitor in the firm's highly regarded employment team. She qualified as a solicitor in October 2021 and joined Darwin Gray in February 2023.

Nicole has valuable experience of conducting Employment Tribunal claims from start to finish. She has successfully acted in complex claims relating to unfair dismissal and discrimination (including disability, race and maternity discrimination) and has experience of achieving excellent results for clients.

Astute and incredibly organised, Nicole can advise on all areas of employment law, acting for employers and employees.

### Recent work

- Assisting with a successful claim brought for sexual harassment and constructive unfair dismissal
- Advising upon and updating various employment contracts across a number of sectors, including consultancy agreements and direction's service agreements
- Advising upon and updating staff handbooks, policies and procedures
- Advising upon, negotiating and concluding successful exit packages for individuals
- Advising upon and successfully negotiating several settlement agreements, including for senior members of staff
- Advising upon and assisting with employer redundancy exercises
- Advising upon terms and conditions of individuals' contracts of employment, including fee reimbursement clauses and restrictive covenant clauses

### Expertise

- Contracts and policy drafting
- Contractual changes
- Disciplinary and grievances
- Discrimination and the Equality Act 2010
- Employment Tribunal claims
- Post-termination restrictions
- Redundancies
- Restructures and reorganisations
- Trade unions and collective bargaining

### Career

#### Experience

- Associate, Darwin Gray, 2025 - present
- Solicitor, Darwin Gray
- Rubric Law
- Slater and Gordon

#### Education

- University of Bristol, LLB
- University of Law, Bristol, LPC and LLM in Legal Practice

## **Membership**

- Member of Darwin Gray's CSR Committee
- Employment Lawyers Association