



Nicole Brendel

Associate

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Nicole is an employment law associate in the firm's award-winning 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 for both employees and employers. 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.

Nicole was recommended to me by a friend, and she was outstanding. She guided me through redundancy with exceptional attention to detail, clear explanations, easy to get hold of and fast responses to every query. She made a stressful process feel manageable. I would recommend her without hesitation. – [Verified client review](#)

Nicole was the perfect person to help me deal with an employment related issue. I felt heard and listened to throughout process. Nicole also managed to be assertive about what was going to happen and what I needed to do, making me feel confident I was in safe hands. The communication was spot on and frequent enough that I always felt my matter was important. – [Verified client review](#)

Recent work

- Pleading and managing employee Tribunal claims for unfair dismissal, disability discrimination and age discrimination
- Assisting with a successful claim brought for sexual harassment and constructive unfair dismissal
- Defending claims for employers including representation at preliminary hearings
- Advising upon, updating and drafting staff handbooks, policies and procedures, most recently to reflect changes arising from the Employment Rights Act 2025 in relation to family friendly leave, and enhanced duties to prevent sexual harassment and third-party harassment
- Advising upon and updating various employment contracts across a number of sectors, including consultancy agreements and director's service agreements
- Drafting grievances for employees relating to breaches of the Equality Act 2010
- Advising upon, negotiating and concluding successful exit packages for individuals, including for senior members of staff
- Advising upon and successfully negotiating several settlement agreements
- Advising upon and assisting with employer redundancy exercises and dismissals, including drafting settlement agreements
- Advising upon terms and conditions of individuals' contracts of employment, including fee reimbursement clauses and restrictive covenant clauses

Expertise

- Employment Tribunal claims
- Discrimination and the Equality Act 2010
- Contracts and policy drafting
- Contractual changes

- Disciplinary and grievances
- Settlement agreements
- Post-termination restrictions
- Redundancies

Career

Experience

- Associate, Darwin Gray, 2025 - present
- Solicitor, Darwin Gray, 2023 - 2025
- Solicitor, Rubric Law, 2022 - 2023
- Solicitor, Slater and Gordon, 2021 - 2022
- Trainee Solicitor, Slater and Gordon, 2019 - 2021
- Paralegal, Slater and Gordon, 2017 - 2019

Education

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

Membership

- Committee Member at Large for Employment Lawyer's Association (ELA) Management Committee
- Member of Darwin Gray's CSR Committee