



Rachel Ford-Evans

Associate

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An Associate in our Employment and HR team, Rachel regularly advises both employers and employees on a wide range of employment related matters. Respected by her peers and clients alike, Rachel is a solicitor of exceptional talent.

Praised by clients for her “*excellent service and communication*”, Rachel is experienced in dealing with all types of Employment Tribunal claims, internal disputes and workplace investigations. She also handles complex non-contentious matters such as collective redundancy and TUPE consultation processes, and also has specific expertise in advising on GP partnership agreements.

Rachel also deals with the employment side of data protection, providing practical advice on compliance and assisting clients in relation to data subject access requests from employees.

Recent projects

- Successfully defending a sensitive whistleblowing claim on behalf of an academic institution and obtaining a costs order against the claimant
- Conducting a complex disability discrimination claim against a global employer, resulting in a favourable settlement for the client
- Advising on the employment law implications of asset purchases and supporting the corporate team in relation to TUPE requirements
- Drafting several GP partnership agreements for GP partners in south Wales and advising on the exit of GP partners from their roles
- Successfully defending a constructive unfair dismissal claim brought by a long-term managing director against a family run business
- Advising and concluding the exit of senior employees from Housing Associations, and leading academic institutions
- Delivering training sessions for employers on topics including recruitment issues, managing employee attendance, equality and diversity, employment and HR issues relating to Covid-19, and managing mental health in the workplace
- Advising employers on furlough, changing employees' terms and conditions and conducting restructures as a result of the coronavirus pandemic
- Successfully bringing a disability discrimination claim for an army veteran suffering with PTSD against a national telecoms provider who had signed up to the Armed Forces Covenant
- Successfully defended a complex age discrimination and unfair dismissal claim on behalf of a Housing Association

Expertise

- Collective agreements and bargaining
- Contracts, Policies and Partnership agreements
- Data protection law
- Discrimination and duties under the Equality Act
- Employment issues arising from corporate transactions
- Employment Tribunal cases
- Internal employment disputes and settlement agreements
- Redundancies and Restructures
- TUPE
- Whistleblowing
- Workplace investigations

Career

Experience

- Associate, Darwin Gray - 2019 - present
- Solicitor, Darwin Gray - 2016 - 2019
- Trainee Solicitor, Darwin Gray – 2014 - 2016

Education

- Stanwell School, Penarth
- University of Cambridge (Trinity College)
- Cardiff University

Membership

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



Rachel Ford-Evans

Cyfreithiwr Cyswllt

Rhif Uniongyrchol: 029 2082 9120

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Mae Rachel, sy'n Cyfreithiwr Cyswllt yn ein tîm Cyflogaeth ac Adnoddau Dynol, yn cynghori cyflogwyr a gweithwyr yn rheolaidd ar ystod eang o faterion sy'n gysylltiedig â chyflogaeth. Mae'n gyfreithiwr talentog iawn sy'n cael ei pharchu gan ei chyfoedion a'i chleientiaid fel ei gilydd.

Fel un sy'n cael ei chanmol gan gleientiaid am ei "gwasanaeth a chyfathrebu rhagorol", mae gan Rachel brofiad o ddelio â phob math o hawliadau Tribiwnlys Cyflogaeth, anghydfodau mewnol ac ymchwiliadau yn y gweithle. Mae hi hefyd yn delio â materion digynnen cymhleth fel dileu llawer o swyddi gyda'i gilydd a phrosesau ymgynghori TUPE, ac mae ganddi arbenigedd penodol wrth gynghori ar gytundebau partneriaeth meddygon.

Mae Rachel hefyd yn delio ag ochr gyflogaeth materion diogelu data, yn cynnig cyngor ymarferol ar gydymffurfio, ac yn cynorthwyo cleientiaid o ran ceisiadau mynediad gwrthrych data gan weithwyr.

Prosiectau diweddar

- Amddiffyn hawliad chwythu'r chwiban sensitif yn llwyddiannus ar ran sefydliad academaidd a sicrhau gorchymyn costau yn erbyn yr hawlydd
- Cynnal hawliad gwahaniaethu ar sail anabledd cymhleth yn erbyn cyflogwr byd-eang, a arweiniodd at setliad ffafriol o blaid y cleient
- Cynghori ar oblygiadau cyfraith cyflogaeth gyda phrynu asedau a chefnogi'r tîm corfforaethol o ran gofynion TUPE
- Drafftio sawl cytundeb partneriaeth meddyg teulu ar gyfer meddygon partner yn y de a chynghori ar ymadawiad meddygon partner o'u rolau
- Amddiffyn hawliad diswyddo annheg drwy ddehongliad gan gyfarwyddwr rheoli hirsefydlog yn erbyn busnes teulu yn llwyddiannus
- Cynghori a chwblhau ymadawiad uwch weithwyr o Gymdeithasau Tai, a sefydliadau academaidd blaenllaw
- Cyflwyno sesiynau hyfforddi i gyflogwyr ar bynciau yn cynnwys materion recriwtio, rheoli presenoldeb gweithwyr, cydraddoldeb ac amrywiaeth, cyflogaeth a materion adnoddau dynol yn ymwneud â Covid-19, a rheoli iechyd meddwl yn y gweithle
- Cynghori cyflogwyr am ffyrlo, newid telerau ac amodau gweithwyr a chynnal gwaith ailstrwythuro o ganlyniad i bandemig y coronafeirws
- Llwyddo i ddod ag achos o wahaniaethu ar sail anabledd ar ran cyn-filwr yn y fyddin sy'n dioddef o Anhwyllder Straen Wedi Trawma (PTSD) yn erbyn darparwr telathrebu cenedlaethol oedd wedi ymuno â chynllun Cyfamod y Lluoedd Arfog.
- Llwyddo i amddiffyn honiad cymhleth o wahaniaethu ar sail oedran a diswyddo annheg ar ran Cymdeithas Dai

Arbenigedd

- Achosion Tribiwnlys Cyflogaeth
- Anghydfodau cyflogaeth mewnol a chytundebau setliad
- Contractau, Polisiâu a chytundebau Partneriaeth
- Cyfraith diogelu data
- Cytundebau ar y cyd a bargeinio
- Chwythu'r chwiban
- Dileu swyddi ac Ailstrwythuro
- Gwahaniaethu a dyletswyddau o dan y Ddeddf Cydraddoldeb
- Materion cyflogaeth sy'n deillio o drafodion corfforaethol
- Trosglwyddo Ymgymeriadau (TUPE)
- Ymchwiliadau yn y gweithle

Gyrfa

Profiad

- Cyfreithiwr Cyswllt, Darwin Gray - 2019 - heddiw
- Cyfreithiwr, Darwin Gray - 2016 - 2019
- Cyfreithiwr dan Hyfforddiant, Darwin Gray - 2014 - 2016

Addysg

- Ysgol Stanwell, Penarth
- Prifysgol Caergrawnt (Coleg y Drindod)
- Prifysgol Caerdydd

Aelodaeth

- Cymdeithas y Cyfreithwyr Cyflogaeth
- Aelod o Bwyllgor Cyfrifoldeb Cymdeithasol Corfforaethol Darwin Gray