



Alan Williams

Senior Litigation Expert

Qualifications & Affiliations

Vice President of the Solicitors Association of Higher Court Advocates

Expertise / Experience

Alan qualified as a Solicitor in 2009, and a Higher Court Advocate in 2010 after almost 2 decades in criminal defence work including representing Clients in police stations, magistrates' courts and crown courts is now a Senior Litigation Executive specialising in Employment Tribunal hearings across the UK.

The world of Employment law has proved as varied and disparate as that of criminal litigation. All Tribunal hearings have a conflicting narrative, with compelling characters and revelations. The highlight has been the impressive support and expertise of colleagues throughout Peninsula – everyone pulls their weight and works so collegiately. Litigation can by its nature be fractious, but it doesn't have to be 'zero sum'. There can be a mutual benefit to all hands.

Client Testimonials

1. *"Thank you for the result letter and for helping us get this result. Imran, Thabrez and I found your guidance and advice throughout the process extremely helpful".*
2. *"Thank you very much for you time during this matter, I'm completely satisfied with the outcome.. you have all been considerate and reassuring during these stressful times.. love your personality.. if ever in minehead feel free to pop in".*
3. *"Alan was an absolute pleasure to work with and provided a sterling service from start to finish. Alan is very personable, engaging but also very professional and can lend his breadth of experience to provide considered opinion to an area of law that was new to us.*

His detailed analysis and instinctive assessment of our particular situation was invaluable alongside his ability to get to grips with our business requirement and act as a brilliant sounding board for us. He was always very happy to answer our many questions, explaining and delivering complex legal advice to us in an easy digestible way. I cannot recommend Alan highly enough!"

Other Interests

Private charity work and cycling.



Ambrat Kaur-Singh

Senior Litigation Expert

Qualifications & Affiliations

LL.B Honours
Legal Practice Course
Certificate in Civil Mediation

Expertise / Experience

Ambrat began her legal career in 2001 and subsequently qualified as a Solicitor in late 2003. Over her 20 years' experience she has practised Civil Litigation in which she successfully handled cases from inception to conclusion.

Ambrat also performed Advocacy on a variety of different hearings before joining the Peninsula's Litigation team where she now uses her experience to support its clients on a wide variety of Employment Law tribunal cases.

Memberships

Law Society

Other Interests

Ambrat is an avid film buff and loves the theatre and travelling. Ambrat also practices Hot Yoga which supports her physical and mental well being.



Amy Jervis

Senior Litigation Expert

Qualifications & Affiliations

LLB (Hons) Law, First Class

Bar Practice Course, Very Competent

Unregistered Barrister, Called to the Bar of England and Wales

Expertise / Experience

Amy's experience in Employment Law spans across both Claimant and Respondent work and she has been carrying out tribunal work since 2019. Amy undertakes tribunal work in all areas across the Employment Law spectrum, from Breach of Contract claims to Discrimination.

Amy joined Peninsula in February 2022 as a Senior Litigation Expert and prior to this she worked in-house as an Employment Advocate representing BT and its subsidiaries in tribunals across the UK.

Pre-dating this, she worked closely alongside an Employment Barrister undertaking case work and tribunal work.

Client Testimonials

1. *"Once again, thank you for all the hard work. You were very helpful and understanding. You managed to deal with the case professionally. With all your help the truth prevailed."*
2. *"Amy has helped us with a difficult case, and this has been brought to a successful resolution. Amy kept me updated regularly on the case, explained things clearly and was extremely helpful."*

Memberships

The Honourable Society of Middle Temple

Employment Lawyers Association



Andy Burgess

Litigation Expert

Qualifications & Affiliations

Chartered Institute of Legal Executives (CILEX)

Expertise / Experience

Andy worked for the Citizens Advice Bureau advising individuals in relation to a wide range of matters including employment disputes. He now works solely on Employment Tribunal Litigation matters acting for a large range of clients across a broad number of sectors. Andy is experienced in many types of claims within the Employment Tribunal and is also involved in the oversight of appeals to the Employment Appeal Tribunal.

Work Highlights

[Case No. 3313869/2020](#) Mr C Jamil v ICTS UK Ltd: Successfully had an ET3 defence for a client accepted out of time whilst also successfully defending a costs application brought by the Claimant's solicitor.

[Case No. 4111959/2021](#) Ms C Silkowski v Sanctuary Personnel Ltd and Liquid Friday Ltd: Following a Claimant making multiple claims against our client, we successfully had the final claim struck out due to time limits.

[Case No. 2301232/2017](#) Mr M Benham v OCS Group UK Ltd and Rentokil Initial UK Ltd: Successfully argued that there was no longer any valid claim by the Claimant against our client and accordingly had proceedings dismissed

Client Testimonials

1. *"He was very professional yet very supportive and sensitive about my concerns. He has been prompt in every way and available all the way."*
2. *"Fantastic to work with."*
3. *"We really do appreciate the council and guidance you provided. We are over the moon with the result."*

Memberships

Employment Lawyers Association

Other Interests

In his spare time Andy enjoys watching Rugby, Formula 1 as well as playing the saxophone and piano.



Ed McFarlane

Senior Litigation Expert

Qualifications & Affiliations

BSc (Hons); Common Professional Exam, Diploma in Legal Practice.

Expertise / Experience

Ed has 19 years' experience of representing employers in Employment Tribunals throughout Great Britain, including multi-day discrimination cases and multi-Claimant cases. He has also appeared in the Employment Appeal Tribunal in cases ranging [from mitigation of loss in breach of contract claims](#) to [admitting a late Response Form](#). Ed has previously represented large employers in external conferences with recognised Unions. Ed contributes legal case summaries to a leading employment law newsletter read by around 30,000 subscribers including judges. Since joining Peninsula Ed is now responsible for the conduct of a wide range of Employment Tribunal claims ranging from Short Track to Open Track.

Work Highlights

Constructive Unfair Dismissal – [Mr W Duncan v John Clark Group](#) – successful defence of constructive unfair dismissal after breach of a contractual holiday procedure.

Automatic Unfair Dismissal – [Mrs P Pirie v Blaze Manufacturing Solutions](#) – successful defence of claim for automatic unfair dismissal for asserting a statutory right.

Costs and without prejudice – [Miss L Cooke v Nottingham Trams](#) – successful defence of costs application after COT3/admissibility of without prejudice communications.

Other Interests

Outside of work Ed plays the viola, enjoys country walks, wildlife and kayaking.

Prior to studying law, Ed was a yeast geneticist at Leicester University, and maintains a keen interest in science.



Elizabeth Evans-Jarvis

Lead Litigation Expert

Qualifications & Affiliations

LLB (Hons) Law, BA (Hons) European Business Administration,
Dipl.Betriebswirt (German Business Studies Degree)
PGCE, Utter Barrister, Practicing Solicitor. Bar Council, Solicitors Regulation Authority

Expertise / Experience

Elizabeth joined Peninsula as a Senior Litigation Expert and worked primarily on more complex cases such as Discrimination, TUPE, Protected Disclosure and emerging matters such as Covid related claims.

Elizabeth was admitted to the Roll of Solicitors in July 2011 after 15 years experience within the IT industry and dealing with Blue Chip clients as an International Business Development Manager. Elizabeth has a sound commercial background and strong negotiation and communication skills, as well as strong contract drafting skills for commercial and employment matters.

Elizabeth's specialty areas are Commercial Law and Employment Law with experience in the High Court, County Court and Employment Tribunals. With Elizabeth's combined experience she is able to deal swiftly and effectively with clients' issues and can ensure a safe pair of hands for all Peninsula's clients' litigation requirements.

Work Highlights / Client Testimonials

1. In 2021 Elizabeth successfully defended the first case from a corporate client which was with Peninsula from inception to closure, emphasizing Peninsula's excellent team work and collaboration between departments and the wider Group. In response to the eventual outcome — *"That's amazing news Elizabeth well done and thank you"*.
2. After numerous strike out applications Elizabeth succeeded in having a multiple discrimination claim dismissed — *"We are very happy with Elizabeth's quality of work particularly getting these type of results."*
3. A multi party TUPE/Unfair Dismissal claim was dismissed in its entirety after a 3 day hearing, saving the client over £100,000 in potential awards.— *"I just wanted to pass on my thanks for all the hard work Elizabeth has put into this claim. Our MD is very happy with the result!!"*
4. After an incredible amount of team work and collaboration, an overwhelmingly positive result literally saved an Island Community and my Client dubbed me the 'Angel of Eday'.— *"You put us at ease and mopped up any wobbles we had on the stand in your brilliant "terrier-like" cross examination."* The Terrier like comment reinforced my nick name from the Scottish Tribunal of the Manchester Terrier.
5. My experience in Commercial Law reinforces my Employment Law experience enabling me to quickly and effectively understand the commercial make up of all business types, even on an International level.— *"I wish I had met you years ago, I appreciate you go the extra mile. I am quite honestly not used to this level of commitment in England - (you are now my second favorite English person after the Queen - are you sure you do not have some Canadian roots?)"*

Other Interests

Elizabeth is bilingual with a passion for languages and a love for seaside staycations.



Ernestina Afriyie

Senior Litigation Expert

Qualifications & Affiliations

LLB Law

Chartered Institute of Legal Executives

Legal Practice Course

Expertise / Experience

Ernestina started her career as a Court Usher which ignited her passion for Advocacy.

She then volunteered for the Free Representation Unit (Fru) and moved to the Worcester Crown Court as a Tribunal Clerk. Ernestina also worked as Claimant Litigation Adviser where she dealt with Civil Litigation matters.

Ernestina is an experienced Employment Law Adviser and Consultant and has represented clients in Employment Tribunal cases for the past 9 years.

Ernestina now continues to do so at Peninsula as a Senior Litigation Expert and has conduct of various Employment Tribunal cases ranging from Short Track to Open Track: these include cases involving Unfair Dismissal; Breach of Contract and Discrimination.

Client Testimonials

Ernestina has been commended for her professionalism, attention to detail, knowledge of Employment Law and her excellent client service.

Memberships

Chartered Institute of Personnel and Development

Industrial Law Journal

Chartered Institute of Legal Executives

Civil Mediation Council

Other Interests

Ernestina has a keen interest in medical research and takes part in charitable events to help support this.



Gabriella McGrath

Litigation Expert

Qualifications & Affiliations

LLB (Hons) Law, First Class

Bar Practice Course

LLM Pro Bono

Barrister (Unregistered)

Expertise / Experience

Gabriella's experience in Employment Law spans across Respondent work and she supports our clients on a wide variety of tribunal cases ranging from Breach of Contract claims to Discrimination.

Prior to joining Peninsula, Gabriella worked within Commercial Litigation, Regulatory and Clinical Negligence, where she gained extensive skills in understanding different sectors and analysing unique situations, which she draws upon to assess and achieve the best outcome for her tribunal clients.

Gabriella also worked as an Independent Advocate in South Africa where she gained vast experience working with a variety of solicitors and barristers which positively supports her client-care.

Client Testimonials

1. *"From the moment we contacted you about this, you have acted promptly and I am happy so far".*
2. *"I would not want a lawyer who did not tell it straight".*
3. *"Gabriella is "my new best mate" after securing our settlement, and I am very grateful for all of the hard work she put in throughout the case, and how she explained every stage clearly".*
4. *"This is a very satisfactory outcome for usI would like to thank you for your careful handling of the case, the helpful and professional manner in which you dealt with Chris and myself throughout."*
5. *"Thank you so much for this and for the guidance, we'll definitely put that advice in to action! Thank you for your help with this and for supporting our decision this morning."*

Memberships

The Honourable Society of Lincoln's Inn

Other Interests

Gabriella is a black belt in Karate and she is currently writing a book alongside Comic Youth Charity.



Georgia Kennedy-Curnow

Litigation Expert

Qualifications & Affiliations

LLB (Hons) Law
Bar Practice Course
LLM Pro Bono
Barrister (Unregistered)

Expertise / Experience

Prior to joining Peninsula, Georgia worked as a freelance Employment Consultant and volunteered at Legal Advice Centres and at the Free Representation Unit. Georgia's experience in Employment Law spans across both Claimant and Respondent work and she has been carrying out Tribunal work since 2021. Georgia supports our clients across a wide range of cases ranging from Breach of Contract to Discrimination claims.

Client Testimonials

1. *"Just a very quick thank you from us for the support that was provided by Georgia. This was our 1st experience with the Tribunal Procedure. Georgia was very patient and helped us navigate through the process."*
2. *"This is a short piece of feedback on Georgia's support during this ACAS process we have just gone through. Georgia has been proactive, keen to get on with it, and quite clearly "on our side" in this process which I found refreshing and supportive of a firm line – basically all I could have wanted from legal support as we went through this for the first time as an organisation."*
3. *"You were amazing well done! This has been weighing heavy on our minds for 9 months now. The fact that you attended the hearing without us (and won) is astonishing. We are over the moon, and we will always be using Peninsula for our HR!!"*
4. *"Georgia assisted and guided on the case with diligence, in an incredible frustrating timeframe owing to 12th hour communications from the claimant. During the tribunal, Georgia was very focused, calm and diligent with a strong, to the point attitude and delivery of her examination of the claimant and courteous responses to the judge at the final hearing. Georgia is a great asset to your team."*

Memberships

The Honourable Society of Middle Temple

Other Interests

Georgia is an avid Manchester City fan and attends every match she can.



Iuliia Splavska

Litigation Expert

Expertise / Experience

Iuliia has been working in HR and Employment Law for the last 8 years across three countries (United Kingdom, Ukraine, Poland). Since joining Peninsula Iuliia supports our clients on a variety of cases, particularly, unfair dismissals and wage claims.

In February 2022, Iuliia received an award for great teamwork and achieving a new step in client collaboration.

Iuliia has also participated in litigation arrangements for one of the Lawyer Top 20 cases of 2022.

Iuliia welcomes challenging cases as an opportunity for both her professional and personal development and growth.

Memberships

The UK Employment Lawyers Association

Other Interests

Iuliia enjoys traveling, Formula 1, and spending time with her family.



James Gilbert

Head of Litigation

Expertise / Experience

Having worked in Private Practice for eight years, James continues his journey with Peninsula as a Lead Litigation Expert.

James' experience means that he regularly acts on behalf of Employers in multi-day cases in the Employment Tribunal on a range of cases including complex discrimination cases.

James is known for his professional but down to earth approach and understands the importance of explaining options both clearly and plainly to clients.

Work Highlights

1. A successful [Automatic Unfair Dismissal](#).
2. [A successful complex five-day final hearing](#) for claims of Constructive Dismissal, Disability Discrimination, Sex Discrimination and Sexual Harassment.
3. Successfully defending [claims of Pregnancy and Maternity Discrimination](#) at a multi-day final hearing in the Employment Tribunal on behalf of a recruitment company.

Client Testimonials

1. *"James provided excellent advice and his support was greatly appreciated and helped boost everyone's confidence in what to expect ahead of the tribunal hearing. His communication was always clear; he kept us updated and responded to messages quickly. He was empathetic to the challenges we were experiencing, whilst remaining focused on the intended outcome and working to achieve it."*
2. *"This is the first time in 30 years that we have ever had to go through a tribunal and not knowing what to expect at all, but James has made us feel at ease all the way through to which we have felt that we were in excellent hands. I feel James really understood our case. It has been a very stressful time going to court and I couldn't have done it without James supporting us. I would highly recommend James to anyone needing the sort of help that we needed."*
3. *"James stepped in at a moments notice to represent us at a tribunal hearing. He quickly grabbed all aspects of the case. His communication skills are excellent and he guided and advised us at all stages. Calm and professional, he supported the witnesses and gave them confidence. We were delighted with the outcome. James instilled confidence at every stage."*

Memberships / Other Interests

LLB Law (Hons) / (Graduate) Chartered Institute of Legal Executives / Member of Employment Lawyers Association

Outside of work James enjoys spending time with his family, enjoying long walks in the countryside with their beloved cocker spaniel; football and playing squash.



Joanna Veimou

Litigation Expert

Expertise / Experience

As a Litigation Consultant with Peninsula, Joanna represents our clients at Tribunals all over the UK a variety of cases including breach of contract and unfair dismissal claims.

Joanna was called to the Bar of England and Wales in February 2021. Before joining Peninsula, Joanna represented Claimants through the Free Representation Unit so she has a full and wide understanding of the complete Tribunal process.

Work Highlights

Joanna has been successful in constructive dismissal claims as well as obtaining strike outs of claims against our clients.

Client Testimonials

1. *"Thank you Joanna for what you achieved for me at Tribunal today. I could not have done it without you".*
2. *"Thank you Joanna for outstanding work in this case. I am seriously impressed by your performance today".*

Memberships

The Honourable Society of Lincoln's Inn

Other Interests

Joanna enjoys travelling, watching series and visiting art galleries.



Jonathan Munro

Senior Litigation Expert

Qualifications & Affiliations

LLB (Hons) Law

Expertise / Experience

Jonathan has 26 years' experience as a representative and advocate at Employment Tribunals from Unfair Dismissal, Discrimination to large scale class actions over multiple day trials.

Work Highlights

[Case No. 3329395/2017](#) Mr A Murphy -v- Delice de France (2021). A multiple day hearing after a lead-up of 4 years, successfully presented the Response to various discrimination and dismissal claims, attending numerous witnesses and considerable evidence over 10 days.

[Case No. 3307323/2020](#) Ms H Kainth -v- Townfield Doctors Surgery (2022). Multiple day trial defending multiple claims. With over 8 witnesses and a considerable bundle evidence, represented this contentious case to a successful conclusion. It is one of numerous recent cases 'in person' over more than three days at ET.

Client Testimonials

1. *"From our first phone call I immediately felt relieved that you understood the case but more so an understanding and empathism for our situation. As you know this case has been extremely painful for me, you went above and beyond at every point, consistently checked in and offered us clear and precise legal advice at every point. More than this though I really felt like you cared and wanted to get the right outcome for us and that meant everything. I'll be forever grateful that you took over this case and did such an outstanding job. Thank you so much and apologies for the sheer amount of texts and calls, I can now see how much of an emotional nightmare of a client I must have been and even then you never made me feel this way!"*

2. *"With regards Jonathan, although we hadn't physically met before, I was, at an early stage, singularly impressed with his all round knowledge of the Tribunal process and his willingness to the cause. He knew quite early on that the Claimant and her statements were for want of better words, a 'try on'. Coaxing this out in the Tribunal scenario however, required a significant amount of expertise, and which to my mind, Jonathan was extremely successful."*



Kuldeep Chehal

Lead Litigation Expert

Expertise / Experience

Kuldeep joined Peninsula Business Services in 2009 and is an experienced HR Consultant and Litigation Expert.

Over the course of his career with Peninsula, Kuldeep has supported clients within an HR capacity advising and Charing meetings on their behalf in various aspects of employee relations, which included TUPE, Redundancy Consultations, Change of Terms and Conditions and Business Restructures. Kuldeep has also conducted other meetings such as Grievances, Disciplinarys, Investigations, Welfares, Settlements, and Mediation.

However, Kuldeep primarily represents clients at Employment Tribunal and successfully defends a wide variety of claims on their behalf ranging from Short Track to Open Track, such as Breach of Contract; Unfair Dismissal and Discrimination claims.

Work Highlights

The sector percentage of clientele Kuldeep represents at Employment Tribunals vary in sizes. Kuldeep's SME workload is estimated to be circa 40%; Medium size 40% and the larger matrix to be around 20%. These sectors include Oil & Gas, Logistics, GP Surgeries, Care Homes, Charities, Engineering and Manufacturing, Betting Shops, Retail, Town Councils, Food and Catering, Building Management, Recruitment Agencies and Service Users (Independent Living).

Kuldeep has [successfully defended a Disability Discrimination case](#) on behalf of a client whereby the Claimant alleged she had a disability and he successfully argued she was not disabled at the material time she had been dismissed.

Kuldeep also successfully defended a [case for Breach of Contract and unlawful deduction of wages](#).

Client Testimonials

- "I have to thank Kuldeep for his thoroughness, kindness and patience and indeed sometimes his good humour with three ladies who had very different approaches and experiences.

Personally I would thank him for his kindness as I became increasingly distressed by the situation which none of my previous extensive experience in the voluntary sector had equipped me to deal with.*
- "I want to express my appreciation of your effective representation of Waystone at the Employment Tribunal hearing of Ms Davies's claim. The Tribunal did not accept that detriment had been suffered nor did it accept the claims relating to Whistleblowing were proven and I believe this was a result of your forensic analysis of what was a very complicated case. Thank you for your efforts."*

Memberships / Other Interests

MCilex—Chartered Legal Executive

Kuldeep has been serving as a Magistrate (Justice of Peace) for the Coventry and Warwickshire Bench since 2006.



Marc Ramsbottom

Senior Litigation Expert

Expertise / Experience

Marc has over 20 years' employment law experience across a board range of cases. His expertise is in the area of Discrimination law, Whistleblowing, Termination and TUPE. Marc has also worked with many third sector and public sector organisations in an advisory capacity on various HR and employment law issues, and well as with many of Peninsula's corporate commercial clients.

Marc has practical experience of business re-organisation and redundancy advising many corporate clients on the process in order to achieve business objectives.

Marc has worked in Ireland and Canada for Peninsula and has extensive experiences in other employment law jurisdictions such as Ireland, Northern Ireland and Canada.

Work Highlights

Marc prides himself on working alongside clients to secure the best outcome. Marc successfully represented a Peninsula client at a 10-day hearing where the claimant was a Solicitor who brought a whistleblowing claim.

Marc also succeeded in getting an unfair dismissal award reduced to zero after representations on how the claimant would have been dismissed in any event had a fair process been followed.

Client Testimonials

Marc is described by his clients as *"very knowledgeable and a good communicator in tribunal who has a feel for where the case is going and how best to protect his client's interests"*.

Other Interests

Marc has served as Trustee of a Pension scheme and also as a School Governor.

He keeps fit attending the gym regularly and enjoys long walks and travel to parts of the world that are bit off the beaten track



Masumah Akbar

Litigation Expert

Expertise / Experience

Masumah is an experienced legal advocate skilled in legal research, management, and advocacy, with a Master of Laws (LLM) focused on International Human Rights Law and Practice.

Since joining Peninsula, Masumah advocates for our clients on Employment Tribunals across all aspects of the Tribunal process in a variety of cases from Breach of Contract to Discrimination claims.

Other Interests

Masumah's interests include community work, travelling, reading and listening to podcasts.

Matthew Sutton

Senior Litigation Expert

Qualifications & Affiliations

LLB (Hons) Law
BAR Professional Training Course

Expertise / Experience

Prior to joining Peninsula in February 2022, Matthew worked for an International Law Firm, and as one of Peninsula's Senior Litigation Experts, he now specialises in the defence of Employment Tribunal claims primarily on more complex cases such as Discrimination, Protected Disclosure and Unfair Dismissal.

Work Highlights

[Case No. 113828/2021](#) - Mr K McDougall v G & I Allison (2022). A working time directive hearing involving a complex factual nexus.

Client Testimonials

"I am writing to give you our eternal thanks for defending our business regarding this case. Your handling of everything was professional and caring and that helped us to deal with this worrying and time consuming position we found ourselves in."

Other Interests

Matthew is a keen sportsman with a passion for football and cricket.



Peter Maratos

Senior Litigation Expert

Qualifications & Affiliations

LLB (Hons) Law
PGDipLaw

Expertise / Experience

Before embarking on a full time law degree and a post graduate vocational course, Peter enjoyed a successful career in sales and marketing for a blue chip company where he developed excellent person to person skills, an essential skill that a good lawyer must have.

Peter has presented cases on behalf of clients in both the Employment Tribunal and the Employment Appeals Tribunal and is considered to be 'a safe pair of hands'. Peter specialises in defending claims that are ongoing, listed to last for several days, involving claims exceeding 100s of thousands pounds and has ability to successfully respond to instructions at extreme short notice—sometimes just 2 hours. Peter has the ability and experience to present such cases at hearings drawing upon his own unique and advanced cross examining skills.

Peter can be relied on to give accurate advice on the merits and most likely outcome of a case, putting forward the very best defence available to ensure a favourable outcome.

Work Highlights

[Mr T Seymour v J and P Carr \(Farms\) Ltd](#) Breach of Contracts claim
[AM Tremain v Forest Nurseries Limited](#) Disability Discrimination claim

Client Testimonials

1. *"Brilliant. Thank you very much for your continuous effort in this difficult case."*
2. *"It is a pleasure working with you.....We appreciate everything that you have done for us"*
3. *"My company met with Peninsula Legal Team, this was the best decision we had ever made, our Lawyer Peter Maratos, I am delighted to say that on Tuesday 4th February 2020, we won our case at the Tribunal in London and the whole team are absolutely elated."*

Other Interests

Bringing balance to work life, in his spare time Peter is an accomplished musician.



Richard Aireton

Senior Litigation Expert

Expertise / Experience

Richard qualified as a Solicitor in September 2003 and joined Peninsula in April 2018.

Since then he has supported our clients over a wide range of cases from Breach of Contract to Discrimination cases and also undertakes advocacy at the Employment Tribunal on behalf of our clients.

Richard is also very successful in resolving claims via settlement avoiding the clients' requirement to attend Hearings.

Other Interests

Outside of work Richard enjoys reading, sports and travel.



Robert Cater

Litigation Consultant Team Manager

Expertise / Experience

Robert first attended an Employment Tribunal in 1987. They were called Industrial Tribunals and Judges were called Chairmen in those days!

He joined Peninsula in 2001 from the position of Head of Legal Services at the Race Equality Council based in Cardiff, where he specialised in Equality cases and provided written evidence to the Stephen Lawrence Inquiry Report and was subsequently asked to be a standing adviser to the National Assembly for Wales Education sub-Committee on introducing diversity into the National Curriculum in Wales.

During Robert's time at Peninsula he has defended a variety of claims at the Employment Tribunal ranging from Short Track to Open Track. Robert has travelled throughout the United Kingdom representing clients and has even undertaken client visits in North Africa.

Work Highlights

Robert has many positive memories of working for Peninsula and individual cases. However his best memories are not necessarily of winning big or complex cases, but of the smaller companies who have got what he believe was the right result, which restored their faith in the system and the satisfaction of a job done well.

Robert successfully defended claims against our client for [Public Interest Disclosure, Unfair Dismissal, Unlawful Deduction from Wages and a breach of the Working Time Regulations](#), and then assisted them in ensuring their contractual rules governing their bonus scheme were robust.

Robert's success is also highlighted in this other case of claims of [Race Discrimination, Unfair Dismissal, Automatic Unfair Dismissal and Protected Disclosure](#).

Client Testimonials

1. "I was really impressed with the recent Tribunal win.

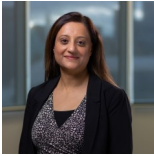
I was initially nervous as a new Solicitor picked up the case, but Robert pulled it out the bag. He was great at communication and won on every point!

Thank you".

2. "I would like to thank you for the excellent legal representation you provided...before and during the case. You provided sage advice to us and this in turn enabled us to stay calm and follow process whilst putting faith in the system. Thank you Robert I and LAS are indebted to you and should we find ourselves in front of a tribunal again I will be asking Peninsula for your availability"

Other Interests

In his spare time Robert enjoys spending time with his family. He also has a keen interest in football, cricket, reading, walking and cycling and rugby. Robert has been fortunate to travel all over the world to watch Wales and the British Lions.



Smaira Younis

Litigation Expert

Expertise / Experience

Smaira has been a Legal Practitioner since 2003 gaining experience in different areas of Law, including Employment, Civil and Criminal Law.

Smaira now focuses solely on the defence of a wide range of Employment Tribunal claims covering Short Track to Open Track including Breach of Contract, Unfair Dismissal and Discrimination claims. Smaira acts in multi-day Liability Hearings, Preliminary Hearings, Judicial Mediation and also assists on Settlement matters with favourable outcomes for her clients.

Work Highlights

1. *The Claimant's Claim was struck out. The Tribunal awarded costs in favour of our client in the sum of £1,680.*

This was a multi-day complicated TUPE matter under Reg.3. Our client was found not to be the Employer and the case therefore dismissed.

2. *Due to the Response submitted and negotiations, the Claimant withdrew his Claim for Disability and Unfair Dismissal.*

Client Testimonials

1. *"I would like to take this opportunity to say Thank you for guiding me through this difficult time and ensuring I had the best possible outcome from this trying situation. You were professional at all times, answered my panicky calls instantly and you were always patient and ready to clarify situations and information I was unsure of and always made me feel at ease ."*

2. *"We were fortunate in that we had Smaira Younis to support us in a stressful time. Smaira was with us every inch of the way. Her calm, professional manner and her ability to manage our expectations brought us through to a thankfully positive outcome."*

3. *"I would like to advise that Ms Younis was the consummate professional and was a supportive and enabling helper throughout the process. She demonstrated a depth of knowledge and skill at Tribunal based matters and handled each and every development (and there were many) with professionalism and empathy."*

Other Interests

In her spare time, Smaira enjoys walking and spending time with her family. She is also interested in Batik Art and Calligraphy Art.

Yemah Barlay

Litigation Expert

Qualifications & Affiliations

LLB (HON) Law

Barrister England & Wales

Barrister Sierra Leone West Africa

Expertise / Experience

Yemah was called to the bar in 1998. Having practiced from a leading common law London set of chambers, she amassed a wealth of advocacy and drafting experience.

Yemah's breadth of legal experience also covers immigration and asylum, housing, crime, and Local Authority child protection. She has also worked within a domestic violence organisation.

As a seasoned lawyer, Yemah is accustomed to overseeing significant caseloads to successful conclusion. Whether as an Advocate in court or in an office environment, she always offers robust advice and effective representation which makes her the preferred choice for discerning clients.

On joining Peninsula Yemah now practices solely in Employment Law and successfully resolves a wide range of Employment Tribunal claims ranging from Short Track to Open Track Cases.

Memberships

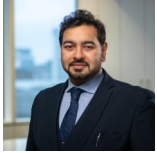
Member of Middle Temple

Bar Council England & Wales

Bar Council Sierra Leone West Africa

Other Interests

Outside of work Yemah enjoys family time. She is also a theatre critic and oversees an ethical fashion brand.



Yousaf Mahmood

Litigation Expert

Qualifications & Affiliations

LLB (Hons)

ADR Group Accredited Civil & Commercial Mediator .

PG Dip LPB

Expertise / Experience

Yousaf is a qualified Solicitor and Non-Practicing Barrister. He has a wide range of litigation experience having worked in the Private Law sector specialising in Property Law and Immigration Law. He also has experience handling Family Law and Civil Litigation matters.

Since joining Peninsula Yousaf has dedicated himself to specialising in Employment Law where he supports our clients over a wide range of cases, from Breach of Contract to Discrimination cases.

Yousaf by his nature is a person who enjoys studying and this is reflected on him by his continuous professional development.

Yousaf was called to the Bar in 2015 at Lincoln's Inn, became an Advanced Paralegal with Cilex and admitted as a Solicitor in September 2022 following completion of the Solicitors Qualifying Exam.

Yousaf has adept commercial awareness and is a qualified Civil & Commercial Mediator