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Grace Cullen



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Area of expertise
Civil & Commercial
Criminal Law
Employment Law
Family Law
Regulatory & Competition

Professional memberships
Employment Law Bar
Association
Family Law Bar Association

Profile

Recommendations

"Excellent, approachable and an outstanding advocate."

Legal 500 [2020]

"Thorough, bright and a pleasure to work with."

Legal 500 [2017]

"She demonstrates particular expertise in unfair dismissal and discrimination claims. "She has helped us to obtain very good results, employing novel and innovative arguments."

Chambers UK Bar Guide

"An intellectual who thinks outside the box."

Legal 500

Education

Grace graduated with a law degree from Trinity College, University of Cambridge where she was awarded a Part 1A Tripos Prize and Whittaker Scholarship. She was called to the Bar by Lincoln's Inn in 2005 as a Hardwick Scholar.

Practice

Grace has a mixed common law practice, with particular specialisms in Employment law, Civil and Family law.

Employment

Grace is recommended in Chambers and Partners and Legal 500 for her work in Employment law.

She acts for individuals, companies and local authorities in a wide range of cases including unfair dismissal, constructive dismissal, breach of contract, working time, redundancy, Equal Pay and discrimination claims, including discrimination on grounds of philosophical belief. She has a particular interest in sex and age discrimination claims.

Grace has acted in a number of high profile cases for both employers and employees, including:

Employees

- Represented a fire officer in a claim for constructive unfair dismissal and disability discrimination. He was first responder after the 7/7 London bombings and subsequently developed PTSD.
- Represented a very senior academic from Oxford University in an age discrimination claim against the University;
- Represented a probation officer in a claim of age discrimination against the Ministry of Justice;
- Represented a senior female employee of an investment bank, who suffered complications in pregnancy, in a claim for sex discrimination;
- Represented an employee in a claim for Equal Pay against a leading national charity;

Employers

- Represented an Education Authority in a claim brought by a teacher that his racist and anti-Semitic beliefs were capable of protection under the Equality Act 2010;
- Represented a higher education authority on whether they had a sufficient degree of control

- for a contract of employment to exist;
- Advice and representation on a multi-national take-over by private equity firm from the USA on their obligations under TUPE.
- Represented a firm of solicitors on the fairness of their redundancy selection criteria;
- Represented Kent Police in a number of employment matters;

Grace also has a strong advisory practice, which is complemented by her health and safety at work expertise, including stress at work and personal injury claims.

In addition, Grace regularly lectures on Employment law for CLT, leading Employment solicitors in London and Manchester and has lectured on civil law for the Kent Law Society.

Grace is a member of the ELBA.

Civil/Health and Safety at Work

Grace regularly acts for both Claimants and Defendants in fast and multi-track cases, including life-altering injuries and stress at work claims. She has a particular expertise in health and safety at work cases, including construction sites, factories and warehouses.

Grace also has experience in respect of contractual disputes and landlord and tenant. Grace successfully appeared in the Court of Appeal in respect of a leasehold service charge dispute in which she acted for the freeholder. (*Freeholders of 69 Marina v Oram and Ghoorun* [2011] EWCA Civ 1258).

Coroner's Inquests

Stemming from her busy civil and health and safety practice, Grace represents and advises interested persons at Coroner's Inquests.

Notable cases include:

- Represented the family in an Article 8 Inquest involving the death of a teenager arising from a police pursuit in a case of mistaken identity;
- Represented five lifeguards in an Inquest into the death of a five year old girl in a swimming pool;
- Represented an employer and land-owner in a death at work on a construction site;
- Represented a Council, Trustee and landowner in a death at a football ground;
- Represented a company, where an employee was responsible for a fatal collision in the course of his employment;

Family

Grace has a busy family law practice including private law, leave to remove and public law care work in the Family Proceedings Court, County Court, Principal Registry and High Court.

Notable cases include:

- Re M (Bromley CC) – ten-day hearing involving serious burn injury to a child and fact finding allegations of domestic violence.
- Re S (Principal Registry) – contested application for leave to remove from the jurisdiction. Grace also acts for parents in complex cases of implacable hostility and parental alienation.

Direct Access

Authorised to accept Direct Instructions