



LOUISE SMYTH

SENIOR ASSOCIATE

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A senior associate in the firm's U.K. Employment and Immigration practice, Louise Smyth has extensive experience in providing practical and commercial employment law advice to a broad range of clients, ranging from publicly listed companies to charities and independent schools. She also acts for senior executives.

Louise advises on all aspects of Employment Tribunal and High Court litigation, including restraint of trade and injunctive relief issues, and also regularly advises on the employment aspects of corporate transactions.

Alongside providing day-to-day HR support and drafting employment documents, Louise provides bespoke training to clients.

SERVICES AND INDUSTRIES

Employment and Labor

Immigration

ADMISSIONS

England and Wales

BACKGROUND

Prior to joining Armstrong Teasdale, Louise served as senior associate on the employment team at an established full-service law firm in Reading, England.

EDUCATION

- College of Law - Birmingham (LPC, 2004)
- University of Birmingham (LL.B., 2002)
 - Law with French

PROFESSIONAL ACTIVITIES

- Employment Lawyers Association (ELA)

ACCOLADES

- The Legal 500 U.K., Recommended Lawyer, Employment (2024); Rising Star (2020-2022); Next Generation Lawyer (2017)

LANGUAGES

- French

EXPERIENCE

Advised a Leading Postal Delivery Company in Defending Employment Tribunal Claim

Advised a leading postal delivery company in defending a complex and long-running Employment Tribunal claim for race discrimination and unfair dismissal.

Advised Cloud Services Provider on Acquisition

Advised on the employment implications of a cloud services provider's strategic acquisition of the entire issued share capital of an IT systems integrator and service provider.

Sale of Independent Specialist School

Supported an independent specialist school in complying with its Transfer of Undertakings (Protection of Employment) Regulations (TUPE) obligations on its sale to a specialist children's education service provider.

Advised on Exit of CEO

Advised a publicly listed company in successful negotiations culminating in the exit of its founder and CEO following serious allegations of misconduct at a commercially sensitive time for the business.

Assisted U.S. Technology Company in Setting Up U.K. Subsidiary

Assisted a U.S. technology company in setting up its first U.K. subsidiary by drafting all necessary employment documentation for new employees and providing U.S. based in-house counsel with U.K. employment law support.

Assisted London Marathon Events in Acquisition of Brighton Marathon

Assisted London Marathon Events in acquiring the business and certain assets of Grounded Events Limited (in administration) (the company name for Brighton Marathon) from the Administrators (FRP Advisory). This included, amongst others, Brighton Marathon's brand and intellectual property. Also acted for London Marathon Events on the grant to it of a licence to hold the event from Brighton & Hove City Council.

Acquisition of Pace Rehabilitation by Otto Bock PLC

Represented global health tech company Otto Bock PLC in its acquisition of Pace Rehabilitation, a provider of integrated services to treat people who have sustained limb loss or serious limb injury.