



Natalie Taylor

Senior Associate

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OVERVIEW

Natalie Taylor is an associate in the firm's Labor, Employment, and Workplace Safety practice. She represents employers in a variety of contentious matters, including unfair dismissal and whistleblowing claims. In addition, she drafts employment-related agreements and policies, and counsels clients on a wide range of employment issues, including the appointment and termination of senior executives, managing sickness absence, disciplinary and performance issues, data subject access requests and the application of the General Data Protection Regulation 2018. She frequently provides support on employment law related issues in connection with corporate transactions and restructurings.

PROFESSIONAL BACKGROUND

Prior to joining the firm, Natalie served as an associate at an international law firm, where she gained experience working in the employment sector. She has advised on a myriad of employment issues, with particular experience working on advisory, contentious and transactional matters in the UK.

EDUCATION

- Diploma of Legal Practice, University of Glasgow, 2015
- Law Degree, University of Edinburgh, 2014

ADMISSIONS

- Law Society of Scotland

THOUGHT LEADERSHIP *POWERED BY HUB*

- 30 January 2023, PEOs—The European Perspective
- 21 February 2022, Holiday Pay Revisited: Gig Worker Entitled to Holiday Pay for Whole Period of Engagement

- 29 January 2021, Four Simple Steps to Prepare for IR35

NEWS & EVENTS

- 27 January 2022, K&L Gates Advises Leaders Romans Group CEO and Management Team on Acquisition
- 25 January 2022, K&L Gates Advises Soho Square Capital LLP on Investment and Partnership with Oliver James
- 27 September 2021, K&L Gates Assists Go Instore in Acquisition by Emplifi
- 5 August 2021, K&L Gates Advises Proxima Group on EST Partners' Support for Proxima's Buy and Build Programme
- 27 May 2021, K&L Gates Advises Dianomi PLC on AIM Admission and Fundraising
- 28 October 2020, K&L Gates AIM Update
- 13 October 2020, K&L Gates Advises Fonix Mobile plc on AIM Admission and Fundraising

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety

REPRESENTATIVE EXPERIENCE

- Lead employment associate on complex cross border share sale at the outset of the COVID-19 pandemic, advising the client on complexities introduced to employee due diligence by virtue of the introduction of the Coronavirus Job Retention Scheme.
- Managing the dismissal of a senior employee and providing ongoing support to the client when the dismissal became contentious, navigating a data subject access request and grievance submitted by the employee after their dismissal.
- Advising multiple luxury fashion retailers on the restructuring and reorganisation of their workforce and conducting redundancy consultation processes.
- Drafting post-termination restrictive covenants for a global sales company, liaising with foreign counsel to ensure a tailored, effective and consistent approach.
- Advising clients across a wide range of sectors on the application of the Coronavirus Job Retention Scheme, preparing furlough agreements and advising on the operation of other employment rights during any period of furlough leave.
- Supporting global manufacturing business headquartered in the US with regard to their UK employees, providing advice on proposed terminations, holiday pay issues, and employer reporting obligations under the Modern Slavery Act.

- Advising one of the world's leading satellite owners and operators on the application of the Transfer of Undertakings (Protection of Employment) Regulations 2006.
- Supporting large global building materials company in conducting internal investigation into allegations of sex discrimination in the workplace.